

**LETTER OF AGREEMENT**

**by and between**

**IBEW, Local 483 Supervisors Unit**

**and**

**The City of Tacoma**

**Subject: Accretion of the Engineering Support Supervisor Classification into the IBEW, Local 483 Supervisors Unit Collective Bargaining Agreement**

The City of Tacoma ("City") and the International Brotherhood of Electrical Workers, Local 483 Supervisors Unit ("Union") hereby enter into this Letter of Agreement ("LOA") which shall be attached to the IBEW, Local 483 Supervisors Unit Collective Bargaining Agreement ("CBA") as fully set forth.

There is currently one (1) City employee classified as an Engineering Support Supervisor. That employee selected IBEW, Local 483 as their exclusive bargaining representative for purposes of collective bargaining, which was certified by the Public Employment Relations Commission on September 4, 2024.

It is hereby agreed that this classification is recognized and incorporated into and covered by the terms and conditions of the CBA. Further, the City and the Union agree to the following terms:

**AGREEMENT**

- A. The Engineering Support Supervisor (CSC 20470) is:
  - a. Overtime Class D (under Section 1.12.080 of the Tacoma Municipal Code ("TMC") – No overtime compensation or compensatory time off) and exempt from the overtime provisions of the FLSA.
  - b. Unclassified (pursuant to Article VI of the City Charter and TMC Section 1.24.290). Unclassified employees serve at will. Civil Service provisions of the TMC and the CBA do not apply.
- B. The Engineering Support Supervisor will be eligible for Longevity as per Ordinance #20938 and Appendix A of the CBA.
- C. The grievance procedure described in Article 8 will apply to the Engineering Support Supervisor for non-disciplinary matters only. The provisions of Article 9 do not apply to Unclassified employees, and disciplinary actions will not be subject to review or appeal under the grievance procedures of Article 8 or TMC 1.24.950.
- D. The Engineering Support Supervisor will progress through a five (5) step salary table as described below, consistent with Section 1.12.030 of the Tacoma Municipal Code. The salary table will be placed in Appendix A of the CBA.

Upon approval by the Tacoma Public Utility Board and Tacoma City Council ("Approval"), the Step 5 rate of pay (\$77.72/hour) in the 2024 & 2025 Salary Pay Scale – Engineering Support Supervisor (below), and Longevity, will be applied to the incumbent Engineering Support Supervisor hired prior to Approval, retroactive to the execution date of the Christie Agreement (December 10, 2024). The City and the Union agree that no additional wage increase will be applied to this classification in 2025.

- E. Engineering Support Supervisors hired or promoted after Approval will progress through the salary table consistent with Section 1.12.030 of the TMC.

2024 & 2025 SALARY PAY SCALE – ENGINEERING SUPPORT SUPERVISOR							
Code	A	Classification	Step 1	Step 2	Step 3	Step 4	Step 5
20470	A	Engineering Support Supervisor	\$ 63.94	\$ 67.14	\$ 70.49	\$ 74.02	\$ 77.72
NOTE: the 2024 wage rates above for Steps 1 through Step 4 may change slightly after Human Resources (Payroll) calculation.							

- F. All Articles and Sections of the CBA that are not in conflict with any terms, wages and conditions of this LOA will apply to the Engineering Support Supervisor, and will be incorporated by reference into this LOA. In the event of a conflict between paragraphs A through E of this LOA, and Articles and Sections of the CBA, paragraphs A through E will prevail.

EXECUTED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_ 2025

**CITY OF TACOMA**

**IBEW, LOCAL 483 SUPERVISOR UNIT**

\_\_\_\_\_  
Jackie Flowers  
Director of Public Utilities

\_\_\_\_\_  
Byron Allen  
Business Manager

\_\_\_\_\_  
Elizabeth Pauli  
City Manager

\_\_\_\_\_  
Chris Robinson  
Utilities Deputy Director

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Shelby Fritz  
Human Resources Director

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Dylan Carlson  
Labor Relations Division Manager

Approved as to form:

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Mike Smith  
Deputy City Attorney