

# LETTER OF AGREEMENT

Between

International Brotherhood of Electrical Workers, Local 483 Water Unit

And

City of Tacoma

Water Division, Department of Public Utilities

**Subject: Creation and Accretion of the Water Systems Operations Supervisor Classification**

The City of Tacoma and International Brotherhood of Electrical Workers, Local 483 (Union) Water Unit collectively referred to as the “Parties” hereby enter into this Letter of Agreement (LOA) which shall be attached to the collective bargaining agreement and incorporated as though fully set forth. This Letter of Agreement shall be effective the date of certification of the bargaining unit clarification by the Public Employment Relations Commission or ratification by the parties, whichever is later.

Tacoma Water has identified a need to create a new Water Systems Operations Supervisor classification. Pending final approval by the City Council and thereafter the Public Employment Relations Commission, the parties agree that this classification is recognized and incorporated into and covered by the terms and conditions of the IBEW Local 483 Water Division collective bargaining agreement (CBA). Further the parties agree to the following:

1. The Union Recognition clause, Article 2, Section 2.2 of the CBA shall be updated as follows:

Section 2.2 Union Recognition. The Union shall be the exclusive bargaining agent in all matters of wages, hours, and working conditions in the application of the Agreement for all employees in classifications in the water division bargaining unit working at the City of Tacoma, **Including**: water treatment plant supervisor, water control station operator, water meter repair worker, water meter repair worker lead, water plant maintenance worker, water pumps & storage supervisor, water quality specialist, water service mechanic, water service supervisor, water service worker, water treatment plant operator, water utility worker, watershed inspector, water systems operations supervisor and water supply supervisor. **Excluding**: confidential employees and all other employees.

2. Wages for the Water Systems Operations Supervisor classification will be in a one-step pay scale in parity with the Water Treatment Plant Supervisor, Water Service Supervisor, Water Supply Supervisor and Water Pumps and Storage Supervisor classifications covered by the CBA, as indicated in the following table. Future wage increases shall be governed by the 2019 – 2021 Water Division CBA.

<u>Code</u>	<u>Title</u>	<u>Percent of Journey</u>	<u>2020 Rate</u>
50690	Water Systems Operations Supervisor		47.80

3. Appendix A, Application of Rates shall be updated as follows:

M. Water Systems Operations Supervisors shall receive the highest certification pay below for obtaining and maintaining one or both of the following Water Works Operator certifications issued by the State of Washington, Department of Health, per Chapter 246-292 WAC. Employees who obtain and maintain both certifications, would be eligible to receive the highest certification pay; rates will not be combined.

Water Distribution Manager - Level 3 (WDM3):                    2.5% certification pay; **or**  
Water Treatment Plant Operator - Level 4 (WTPO4):            5% certification pay

4. Article 13, Section 13.13 shall be updated as follows:

Section 13.13 Water Works Certification. Employees in positions with mandatory Washington State Water Works Operator Certification Requirements, as described in Chapter 246-292 WAC, will be reimbursed by the Department for fees charged by the State of Washington – Department of Health for the required certifications. Employees in the following classifications are eligible: Water Control Station Operator, Water Treatment Plant Operator, Water Treatment Plant Supervisor, and Water Quality Specialist. In addition to these mandatory certifications, employees in the Water Quality Specialist classification are eligible for reimbursement costs for the Backflow Assembly Tester certification, and employees in the Water Service Supervisor, Water Supply Supervisor, and Water Systems Operations Supervisor classification are eligible for reimbursement costs for the Water Distribution Manager certification.

With prior approval by the manager or designee, employees shall be reimbursed for the costs of maintaining a non-mandatory certification in circumstances in addition to those described above where the certification is related to the employee’s job duties and of value to the Department.

All other terms and conditions of the Local 483 Water Division CBA shall apply to the Water Systems Operations Supervisor classification.

EXECUTED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2020.

City of Tacoma

Local 483, International Brotherhood  
of Electrical Workers, Water Division  
Unit

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Elizabeth Pauli  
City Manager

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Alice Phillips  
Business Manager

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Jackie Flowers  
Director of Public Utilities

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Dylan Carlson  
Sr. Labor Relations Manager

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Andy Cherullo  
Finance Director

Approved as to form:

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Deputy City Attorney