



# RESOLUTION NO. U-11464

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

A RESOLUTION relating to employment, authorizing a letter of agreement between the City and International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit, regarding a new classification entitled Water Electrical and Controls Field Supervisor.

WHEREAS the International Brotherhood of Electrical Workers Local 483, Supervisors' Unit ("IBEW"), have proposed a Letter of Agreement ("LOA") regarding a new classification to be titled Water Electrical and Controls Field Supervisor, and

WHEREAS this position will be part of the classified service, hourly, overtime eligible, and represented and covered by the terms of the IBEW, Local 483, Supervisors' Unit collective bargaining agreement, and

WHEREAS it is in the best interests of the City that the LOA negotiated by the Union and the City be approved; Now, therefore,

BE IT RESOLVED BY THE PUBLIC UTILITY BOARD OF THE CITY OF TACOMA:

That the Letter of Agreement between the City and the IBEW is approved, all actions taken in the approval and execution of the Agreement are ratified and confirmed, and the City Council is requested to concur in the approval and authorize the proper officers of the City to execute the Letter of Agreement substantially in the form on file with the Clerk of the Board and as approved by the City Attorney's Office.

Approved as to form:

\_\_\_\_\_  
/s/  
Chief Deputy City Attorney

\_\_\_\_\_  
Chair

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Clerk

Adopted \_\_\_\_\_



## Board Action Memorandum

**TO:** Jackie Flowers, Director of Utilities

**COPY:** Charleen Jacobs, Utilities Director and Board Offices

**FROM:** Karen Short, Senior Human Resources Consultant  
Dylan Carlson, Labor Relations Division Manager  
Chris Bacha, City Attorney

**MEETING DATE:** July 24, 2024

**DATE:** July 12, 2024

---

**SUMMARY:**

A resolution recommending approval of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit regarding a new classification to be titled Water Electrical and Controls Field Supervisor.

**BACKGROUND:**

The resolution recommends approval of a Letter of Agreement (LOA) as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors' Unit regarding a new classification to be titled Water Electrical and Controls Field Supervisor.

The City and IBEW, Local 483, have reached an agreement regarding this new classification. The classification of Water Electrical and Controls Field Supervisor will be part of the classified service, hourly, overtime eligible, and represented and covered by the terms of the IBEW, Local 483, Supervisors' Unit collective bargaining agreement.

**ATTACHMENTS:**

Letter of Agreement

**CONTACT:**

Karen Short, Senior Human Resources Consultant, (253) 254-8506  
Presenter: Dylan Carlson, Labor Relations Division Manager, (253) 591-5609

**LETTER OF AGREEMENT**  
**Between**  
**The City of Tacoma**  
**And**  
**IBEW Local 483, Supervisors' Unit**

**Subject: Water Electrical and Controls Field Supervisor**

Date: \_\_\_\_\_, 2024

The City of Tacoma (the "City") and IBEW Local 483, Supervisors' Unit (the "Union"), collectively ("the Parties") enter into this Letter of Agreement ("LOA").

The Parties agree that employees in the newly created classification of "Water Electrical and Controls Field Supervisor" (CSC 5278) will be represented by the Union for the purposes of collective bargaining.

The Parties agree to the following regarding 2024 rates of pay for the newly created classification.

Code	A	Job Title	1	2	3	4	5
5278		Water Electrical and Controls Field Supervisor	53.06	55.71	58.49	61.42	64.49

Wages for subsequent years will be as provided for by the IBEW Local 483 Supervisors' unit 2022-2025 Collective Bargaining Agreement ("CBA").

If, during the term of the IBEW Local 483 Supervisors' unit 2022-2025 Collective Bargaining Agreement, the top step hourly rate of the of the Water Electrical and Controls Field Supervisor is less than 10% above the top step of the Electrician, Lead classification (CSC 5237) or the Engineering Instrumentation Technician, Senior classification (CSC 2020), then either party to this LOA may re-open negotiations for the sole purpose of negotiating hourly rates of pay for the Water Electrical and Controls Field Supervisor.

The new classification will be part of the Classified Service, overtime category "A", and FLSA non-exempt.

The Parties agree to add a new Section to the CBA:

**Section 6.9 - Water Electrical and Controls Field Supervisor**

- A. This classification is overtime category A (time and a half compensation for overtime).
- B. Hours of Work: The work week for full time employees will normally consist of five (5) consecutive eight (8) hour shifts Monday through Friday between the hours of 6:30 am and 5:30pm. Schedules may consist of eight (8) consecutive hours for five (5) shifts, ten (10) consecutive hours for four (4) shifts, or eighty (80) hours worked in nine (9) shifts, with mutual agreement and consistent with PMP 320.
- C. Meal Allowance: An employee working non-scheduled overtime of more than two (2) hours before or beyond their regular shift and at four (4) hour intervals thereafter shall be eligible for meal allowance at the rate prescribed by Section 6.16 of the Tacoma Joint Labor Agreement.
- D. Footwear: An employee who has passed probation shall receive a \$300.00 annual footwear allowance for the purchase of approved substantial safety footwear for use on the job. Employees shall wear these safety boots at all times when in an industrial area.

Descriptions of approved footwear are available from the supervisor or safety officer.  
This allowance shall be paid in the first pay period of each year.

The parties recognize that, as a first-line supervisor, it will occasionally be necessary for this new classification to **assist in the diagnosis, repairs,** and installation of electrical and instrumentation systems in order to best support Tacoma Water. The parties agree that the occasional performance of these functions would not constitute an improper removal of bargaining unit work from the 483 Power bargaining unit. The City further commits that the performance of these functions shall serve to supplement, but not supplant, historic bargaining unit work in the Local 483 Power bargaining unit.

Unless otherwise stated in this LOA, all terms and conditions of the CBA shall apply to the classification of **Water Electrical and Controls Field Supervisor**. This LOA will become effective following City Council approval and the signatures of the names listed below. The Parties intend to incorporate the new Section 6.9 into a future CBA at the next collective bargaining opportunity, at which time the LOA will terminate.

Except as expressly described herein, this LOA is not to be used as precedent with respect to other collective bargaining agreements in other divisions or departments of the City or any other union.

**City of Tacoma**

**IBEW Local 483**

\_\_\_\_\_  
City Manager

\_\_\_\_\_  
Business Manager

\_\_\_\_\_  
Human Resources Director

\_\_\_\_\_  
Water Superintendent

\_\_\_\_\_  
Labor Relations Division Manager

Approved as to form:

\_\_\_\_\_  
Deputy City Attorney