



## RESOLUTION NO. U-11516

1 A RESOLUTION relating to employment, authorizing a letter of agreement  
2 between the City and International Brotherhood of Electrical Workers,  
Local 483, Supervisors' Unit.

3 WHEREAS the International Brotherhood of Electrical Workers Local  
4 483, Supervisors' Unit ("IBEW"), have proposed a Letter of Agreement ("LOA")  
5 regarding the classification of Engineering Support Supervisor, and  
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7 WHEREAS this LOA covers one position located within Tacoma Public  
8 Utilities, and

9 WHEREAS employees in this classification of Engineering Support  
10 Supervisor, have selected IBEW, Local 483, Supervisors' Unit as their exclusive  
11 bargaining representative for purposes of collective bargaining, and  
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13 WHEREAS this action was certified by the Public Employment Relations  
14 Commission (PERC) on September 4, 2024, and

15 WHEREAS the classification will be part of the unclassified service, and  
16 designated as overtime category "D", which is not eligible for overtime or  
17 compensatory time off, and  
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19 WHEREAS the classification will be eligible to receive longevity pay, and,  
20 and

21 WHEREAS it is agreed that the provisions of Article 9 of the collective  
22 bargaining agreement do not apply to unclassified employees, and disciplinary  
23 action will not be subject to review or appeal under the grievance procedures of  
24 Article 8, or the Tacoma Municipal Code Section 1.24.950, and  
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WHEREAS effective retroactive to the execution date of the Christie Agreement, December 10, 2024, the classification will transition from a 9-step pay range to a 5-step pay range, with an increase of 24 percent at top step, and

WHEREAS no additional wage increase will be applied to the classification in 2025, and

WHEREAS employees will progress through the salary range consistent with TMC 1.12.030,

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 Local 483, Supervisors' Unit 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:  
\_\_\_\_\_  
Chair  
\_\_\_\_\_  
Secretary  
\_\_\_\_\_  
Adopted \_\_\_\_\_  
Clerk



## 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:** March 12, 2025

**DATE:** February 26, 2025

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### **SUMMARY:**

A resolution recommending approval of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit, regarding the classification of Engineering Support 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. The agreement covers one position located within Tacoma Public Utilities and will be scheduled for consideration by the City Council as a resolution on March 25, 2025.

Employees in the classification of Engineering Support Supervisor, have selected IBEW, Local 483, Supervisors' Unit as their exclusive bargaining representative for purposes of collective bargaining. This action was certified by the Public Employment Relations Commission (PERC) on September 4, 2024. The classification will be part of the unclassified service, and designated as overtime category "D", which is not eligible for overtime or compensatory time off. The classification will be eligible to receive longevity pay. It is agreed that the provisions of Article 9 of the collective bargaining agreement do not apply to unclassified employees, and disciplinary action will not be subject to review or appeal under the grievance procedures of Article 8, or the Tacoma Municipal Code Section 1.24.950.

Effective retroactive to the execution date of the Christie Agreement, December 10, 2024, the classification will transition from a 9 step pay range to a 5 step pay range, with an increase of 24 percent at top step. No additional wage increase will be applied to the classification in 2025. Employees will progress through the salary range consistent with Tacoma Municipal Code 1.12.030.

### **ATTACHMENTS:**

Letter of Agreement  
Fiscal Impact Memorandum

### **CONTACT:**

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



**TACOMA PUBLIC UTILITIES**  
 3628 South 35th Street  
 Tacoma, Washington 98409-3192

To: Reid Bennion, Interim Budget Officer  
 From: Alex Yoon, Deputy Director of Administration, Management Services *ay*  
 Date: February 20, 2025  
 Subject: Fiscal Impact of Local 483 Supervisors LOA Accretion of the Engineering Support Supervisor

**Background:**

The City of Tacoma and the Local 483 Supervisors bargaining unit have reached a tentative agreement for a Letter of Agreement related to the accretion of the Engineering Support Supervisor classification.

**Agreement:**

It is hereby agreed that the Engineering Support Supervisor classification is recognized and incorporated into and covered by the terms and conditions of the IBEW, 483 Supervisors Collective Bargaining Agreement.

Upon approval the 2024 & 2025 salary pay scale (shown below) and longevity will be applied to the incumbent hired prior to approval, and retroactive to the execution date (December 10, 2024) of the "Christie Agreement." No additional wage increase will be applied to this classification in 2025.

Old Code	New Code	Classification	Step 1	Step 2	Step 3	Step 4	Step 5
N0040	20470	Engineering Support Supervisor	63.94	67.14	70.49	74.02	77.72

**Longevity Pay:**

Effective retroactive to December 10, 2024 the impacted classification will be eligible for Longevity.

**Fiscal Impact:**

Department	No of Employees	2025
Tacoma Public Utilities / Fund 4700 Power	1.0	\$21,200

Any unbudgeted portion of the 2025 impact will be absorbed within the approved budget.

Concur:

*Heather Pennington*

\_\_\_\_\_  
 Heather Pennington, Acting Director of Utilities 2.21.25



**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

\_\_\_\_\_  
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