



RESOLUTION NO. U-11220

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

4 WHEREAS the International Brotherhood of Electrical Workers Local
5 483, Water Division Unit ("IBEW"), have proposed a Letter of Agreement
6 ("LOA") regarding the voluntary recognition of a classification to be titled Water
7 Systems Operations Supervisor, and

8 WHEREAS this position will be designated as hourly, and eligible for
9 overtime pay, and

10 WHEREAS wages for this position will be in a one-step pay scale in
11 parity with the Water Treatment Plant Supervisor, Water Service Supervisor,
12 Water Supply Supervisor and Water Pumps and Storage Supervisor
13 classifications covered by the Water Division CBA, and

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

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

17 That the Letter of Agreement between the City and the IBEW is
18 approved, all actions taken in the approval and execution of the Agreement are
19 ratified, and the City Council is requested to concur in the approval and
20 authorize the proper officers of the City to execute the Letter of Agreement

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substantially in the form on file by the Clerk of the Board and as approved by
1 the City Attorney.

2 Approved as to form:

3 _____ Chair

4 /s/ _____
Chief Deputy City Attorney Secretary

5 _____
6 Clerk Adopted _____

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Board Action Memorandum

TO: Jackie Flowers, Director of Utilities
COPY: Charleen Jacobs, Director and Board Offices
FROM: Karen Short, Senior Human Resources Analyst
Gary Buchanan, Human Resources Director
Dylan Carlson, Senior Labor Relations Manager
MEETING DATE: November 18, 2020
DATE: November 6, 2020

SUMMARY: A resolution authorizing the adoption of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit, regarding the voluntary recognition of a classification to be titled Water Systems Operations Supervisor.

BACKGROUND: The resolution will authorize the execution of the Letter of Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit, regarding the voluntary recognition of a classification to be titled Water Systems Operations Supervisor (CSC 5069), for the purposes of collective bargaining, and established the rate of pay for the classification. The classification of Water Systems Operations Supervisor will be designated as hourly, and eligible for overtime pay.

The Letter of Agreement will be scheduled for consideration by the City Council as a resolution on November 24, 2020.

ATTACHMENTS: List any attachments (contracts, policies, agreements, etc.).
Letter of Agreement

CONTACT:
Karen Short, Senior Human Resources Analyst, (253) 591-5424
Dylan Carlson, Senior Labor Relations Manager, (253) 591-5609
Presenter: Cecily Hutton, Labor Negotiator, (253) 591-5892

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

Elizabeth Pauli
City Manager

Alice Phillips
Business Manager

Jackie Flowers
Director of Public Utilities

Dylan Carlson
Sr. Labor Relations Manager

Andy Cherullo
Finance Director

Approved as to form:

Deputy City Attorney