

RESOLUTION 2021-F

**A RESOLUTION OF THE TOWN OF EATONVILLE, WASHINGTON,
AUTHORIZING THE MAYOR TO EXECUTE A LETTER OF
AGREEMENT WITH THE INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, LOCAL NO. 483**

WHEREAS, certain employees of the Town of Eatonville (“Town”) are represented by the International Brotherhood of Electrical Workers, Local No. 483 (“IBEW”); and

WHEREAS, the Town Council passed Resolution 2020-A on January 13, 2020 approving the current Collective Bargaining Agreement (“CBA”) between the Town and IBEW that expires on December 31, 2021; and

WHEREAS, Article 19.4.2 of the current CBA, attached as Exhibit B, states, “Effective January 1, 2021, all employees covered by this Agreement shall receive a wage increase over their 2020 base rate of pay based on negotiations from a wage only opener for 2021”; and

WHEREAS, the Town’s negotiating team has reached a tentative agreement with the IBEW for a wage increase for 2021 and the Town’s negotiating team has recommended that the Town Council ratify the Letter of Agreement, attached as Exhibit A; and

WHEREAS, the Town’s employees represented by the IBEW have ratified the Letter of Agreement; and

WHEREAS, the Town Council has reviewed the proposed Letter of Agreement and finds it is in the best interest of the Town and its employees to authorize the Mayor to execute the Letter of Agreement; now, therefore;

THE COUNCIL OF THE TOWN OF EATONVILLE, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:

THAT: The Town Council hereby approves, and the Mayor is authorized to sign the attached Letter of Agreement reached between the negotiating teams for the International Brotherhood of Electrical Workers, Local No. 483 and the Town as attached hereto as Exhibit A.

PASSED by the Town Council of Town of Eatonville and attested by the Town Clerk in authentication of such passage this 25th day of January 2021.

Mike Schaub
Mayor

ATTEST:

Miranda Doll
Town Clerk

LETTER OF AGREEMENT

Between

TOWN OF EATONVILLE

And

IBEW LOCAL 483

In accordance with Article 19.4.2 of the Collective Bargaining Agreement (CBA) by and between the Town of Eatonville (Town) and IBEW Local 483 (Union) the parties have met to establish wage increases for 2021. The following Letter of Agreement (LOA) has been agreed to by the Town and the Union:

- Effective January 1, 2021 – All classifications covered by the CBA shall receive a one (1) percent wage increase over their 2020 wages.
- Effective July 1, 2021 – All classifications covered by the CBA shall receive a one (1) percent wage increase over their January 1, 2021 wage rate if the following January 1, 2021 thru June 30, 2021 revenue targets are met (excluding grants or one-time revenues):
 - Current Expense - \$1,304,785.64
 - Electric - \$1,306,877.05
 - Water - \$ 492,091.61
 - Sewer - \$ 325,347.10
 - Storm - \$ 74,566.52

Any provisions in the CBA between the Town and the Union not mentioned in this LOA shall remain in full force and effect.

This LOA shall bind the Town of Eatonville only after authorized by the signature of the Mayor and the Union Business Manager.

Town of Eatonville

IBEW Local 483

Michael Schaub date

Mayor, Town of Eatonville

Alice A. Phillips date

Business Manager, IBEW Local 483

Water/Sewer Worker Operator 1	20
Parks Lead/Meter Reader/Cemetery/Storm Maintenance Worker	14
Building Official	20
Police Officer	22
Journey Line Electrician	25
Water/Sewer Superintendent	27
Light Superintendent	27
Police Sergeant	24
Police Officer Probation	20
Part-time Janitor	12
Public Works Skilled Laborer	17

The two Water/Sewer Trainees that are currently at a Grade 18 will remain at that grade and not be reclassified at the lower Grade.

19.4 Effective January 1, 2020, the following wage adjustments shall be in effect.

19.4.1 Effective January 1, 2020, all employees covered by this Agreement shall receive a COLA of one percent (1%) wage increase over their 2019 base rate of pay

19.4.2 Effective January 1, 2021, all employees covered by this Agreement shall receive a wage increase over their 2020 base rate of pay based upon negotiations from a wage only opener for 2021.

19.5 The straight time hourly rate of pay shall be determined by dividing the monthly rate of pay by 173.3 hours.

19.6 Advancement through the step program shall be based on satisfactory performance and time in step. The date of hire shall be the anniversary date for step increases.

19.7 The Employer shall reimburse all bargaining unit members for the cost incurred to obtain and maintain Employer required certifications or licensing fees. These costs shall include physical examinations performed as a requirement of the licensing or certification process. The Employer will negotiate with a local healthcare provider in order to provide CDL physicals to the employee free of charge.

19.8 Police, Light Superintendent, Water/Sewer Superintendent and Water/Sewer Operator Lead shall be the only authorized positions to take vehicles home. Employees must compensate the IRS for values of trips.

ARTICLE 20.....LONGEVITY