

RESOLUTION 2021-NN

**A RESOLUTION OF THE TOWN OF EATONVILLE, WASHINGTON
AUTHORIZING THE EXECUTION OF A LETTER OF UNDERSTANDING
WITH THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS, LOCAL 483, AS IT RELATES TO STEP INCREASES AND WAGES**

WHEREAS, the International Brotherhood of Electrical Workers, Local 483, (IBEW) is the bargaining unit for the Town's employees; and

WHEREAS, the Town of Eatonville wishes to incorporate the results of the Compensation Study performed in 2021; and

WHEREAS, the Town of Eatonville and IBEW agree to recognize Juneteenth as a federal holiday: and

WHEREAS, the Town of Eatonville and IBEW have bargained to adopt the proposed wage scale and classifications;

WHEREAS, the Town of Eatonville and IBEW wish to extend all other terms and conditions in the Collective Bargaining Agreement through December 31, 2022; now, therefore,

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

THAT: The Town Council approves, and the Mayor is authorized to execute on behalf of the Town, the Letter of Understanding between the Town of Eatonville and International Brotherhood of Electrical Workers Local 483 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 13th day of December 2021.

Mike Schaub, Mayor

ATTEST:

Miranda Doll, Town Clerk

**Letter of Agreement
by and between
Town of Eatonville
and
International Brotherhood of Electrical Workers Local 483**

Subject: Agreement to Extend and Amend Collective Bargaining Agreement

This Letter of Agreement ("LOA") is entered into between the Town of Eatonville (Town) and the International Brotherhood of Electrical Workers, Local 483 ("Union") (collectively "the Parties").

It is understood and agreed by and between the Town and the Union that all terms and conditions of the Collective Bargaining Agreement (CBA), covering the Local 483 bargaining unit, currently in effect from January 1, 2020 through December 31, 2021 shall be extended to provide a new contract period from January 1, 2022 through December 31, 2022.

This extension shall incorporate all Memorandums of Understanding, Letters of Agreement, or similar supplemental agreements to the CBA which remain in effect, but shall not serve to alter or extend the timelines or expiration dates of those supplemental agreements.

The Parties agree to amend Section 12.1 to include Juneteenth (June 19th) as a recognized holiday to the list of recognized holidays.

The Parties agree to amend Section 19.3 of the CBA to read as follows:

Effective January 1, 2022, the following wage Grades will be in effect:

<u>CLASSIFICATION</u>	<u>GRADE</u>
Meter Reader	41
Office Assistant/Cemetery	39
Utility Clerk	42
Police Assistant to Chief/Records Manager	42
Planning & Building Admin.	42
Water/Sewer Operator 2_(Don't currently have an operator 2)	50
Water/Sewer Operator 1	48
Apprentice Line Electrician (outlined below)	56
Police Officer	49
Journey Line Electrician	56
Water/Sewer Superintendent	55
Light Superintendent	60
Part-time Janitor	36
Public Works Skilled Laborer	42

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.

Apprentice Lineman will be paid based on the approved LNI Apprenticeship Program. Percentages are paid based off Journeyman Lineman wages and are as follows.

Step	Number of Hours/months	Percent of pay rate
1	0000-1167 hours (0-7 months)	81.30%
2	1168-2335 hours (8-15 months)	86.25%
3	2236-3502 hours (16-23 months)	90.19%
4	3503-4669 hours (24-31 months)	93.13%
5	4670-5837 hours (32-39 months)	96.11%
6	5838-7000 hours (40-45 months)	99.09%

19.4 Effective January 1, 2022, the wage rages included herein shall be in effect.

Proposed steps-

Shauna Anderson	49 D
John Bondo	42 B
Saul Duran	49 A
Clayton Kistenmacher	48 D
Gregory Lytle	42 D
Jason McGuire	49 D
Steve McKasson	55 A
Kendra Morrison	42 A
Hannah Mustain	39 A
Johnnie Newell	42 D
Wendy Perry	42 D
Jodi Rivera	36 A
Matthew Rivera	56 A

(Upon graduation from his apprenticeship Matthew Rivera will be placed at the Step C Journeyman Lineman rate of pay. Should the Town hire a lineman at a higher rate than Matthew's, then Matthew's rate of pay will be raised to that rate.)

Levi Scheirbeck	48 A
Daniel Sharpe	60 A
Johnny Wade	49 D

Effective January 1, 2022 Wage Rates

Proposed Salary Grade	0-6 Mo Step A	07-12 Mo Step B	13-24 Mo Step C	25-36 Mo Step D	37-48 Mo Step E	49-60 Mo Step F	61+ Step G
35	\$3,529	\$3,617	\$3,707	\$3,800	\$3,895	\$3,992	\$4,092
36	\$3,631	\$3,722	\$3,815	\$3,910	\$4,008	\$4,108	\$4,211
37	\$3,742	\$3,836	\$3,932	\$4,030	\$4,131	\$4,234	\$4,340
38	\$3,854	\$3,950	\$4,049	\$4,150	\$4,254	\$4,360	\$4,469
39	\$3,965	\$4,064	\$4,166	\$4,270	\$4,377	\$4,486	\$4,598
40	\$4,086	\$4,188	\$4,293	\$4,400	\$4,510	\$4,623	\$4,738
41	\$4,206	\$4,312	\$4,419	\$4,530	\$4,643	\$4,759	\$4,878
42	\$4,336	\$4,445	\$4,556	\$4,670	\$4,787	\$4,906	\$5,029
43	\$4,466	\$4,578	\$4,693	\$4,810	\$4,930	\$5,054	\$5,180
44	\$4,596	\$4,711	\$4,829	\$4,950	\$5,074	\$5,201	\$5,331
45	\$4,736	\$4,854	\$4,976	\$5,100	\$5,228	\$5,358	\$5,492
46	\$4,875	\$4,997	\$5,122	\$5,250	\$5,381	\$5,516	\$5,654
47	\$5,070	\$5,197	\$5,327	\$5,460	\$5,597	\$5,736	\$5,880
48	\$5,274	\$5,406	\$5,541	\$5,680	\$5,822	\$5,968	\$6,117
49	\$5,534	\$5,673	\$5,815	\$5,960	\$6,109	\$6,262	\$6,418
50	\$5,813	\$5,958	\$6,107	\$6,260	\$6,417	\$6,577	\$6,741
51	\$6,101	\$6,253	\$6,410	\$6,570	\$6,734	\$6,903	\$7,075
52	\$6,407	\$6,567	\$6,732	\$6,900	\$7,073	\$7,249	\$7,431
53	\$6,732	\$6,901	\$7,073	\$7,250	\$7,431	\$7,617	\$7,807
54	\$7,066	\$7,243	\$7,424	\$7,610	\$7,800	\$7,995	\$8,195
55	\$7,419	\$7,605	\$7,795	\$7,990	\$8,190	\$8,394	\$8,604
56	\$7,791	\$7,986	\$8,185	\$8,390	\$8,600	\$8,815	\$9,035
57	\$8,255	\$8,461	\$8,673	\$8,890	\$9,112	\$9,340	\$9,574
58	\$8,747	\$8,966	\$9,190	\$9,420	\$9,656	\$9,897	\$10,144
59	\$9,360	\$9,594	\$9,834	\$10,080	\$10,332	\$10,590	\$10,855

60	\$10,019	\$10,270	\$10,527	\$10,790	\$11,060	\$11,336	\$11,620
61	\$10,818	\$11,088	\$11,366	\$11,650	\$11,941	\$12,240	\$12,546
62	\$11,681	\$11,974	\$12,273	\$12,580	\$12,895	\$13,217	\$13,547
63	\$12,619	\$12,935	\$13,258	\$13,590	\$13,930	\$14,278	\$14,635

Proposed step changes to base pay shall not affect current employee longevity status. All other terms and conditions present in the CBA between the Parties shall remain in full force and effect for the term of this LOA.

For the Town of Eatonville

For the Union

Michael Schaub, Mayor

 12/9/21
Alice A. Phillips, Business Manager