



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant
Shelby Fritz, Director, Human Resources
Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Power Unit – November 5, 2024
DATE: October 10, 2024

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Power Unit, regarding the classifications of Telecommunications Engineer and Senior Telecommunications Engineer.

BACKGROUND:

The resolution authorizes execution of a Letter of Agreement (LOA) as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit. The agreement covers approximately 11 full-time equivalent positions, with 7 positions located within Tacoma Public Utilities, and is scheduled for consideration by the Public Utility Board as a resolution on October 23, 2024.

Employees in the classifications of Telecommunications Engineer, and Senior Telecommunications Engineer selected IBEW, Local 483, Power Unit as their exclusive bargaining representative for purposes of collective bargaining. The classifications were certified by the Public Employment Relations Commission (PERC) on December 28, 2023. The classifications will be amended to be part of the classified service, designated as overtime category “E”, and will not be eligible for overtime or compensatory time off.

The agreement provides for the classifications to be recognized and incorporated into and covered by the terms of the IBEW, Local 483, Power Unit. Effective retroactive to September 16, 2024, the classifications will receive a general wage increase of 2.75 percent, and the wage scale will be adjusted from 9 steps to 5 steps per the terms of the LOA. Each employee will be placed at Step 5 of the pay range and will be eligible for longevity pay. Telecommunications Engineers and Senior Telecommunications Engineers employed on the date of City Council approval will also receive a one-time, lump sum payment of fifteen hundred dollars (\$1,500).

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Power Unit, and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.



ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Collective Bargaining Agreement	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to execute the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Power Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Management Services Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Are the expenditures and revenues planned and budgeted in this biennium’s current budget? YES

Are there financial costs or other impacts of not implementing the legislation? NO

Will the legislation have an ongoing/recurring fiscal impact? YES

Will the legislation change the City’s FTE/personnel counts? NO

ATTACHMENTS:

Letter of Agreement

Fiscal Impact Memorandum