



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Kari Louie, Acting Human Resources Director
Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit – July 8, 2025
DATE: June 23, 2025

SUMMARY AND PURPOSE:

A resolution authorizing execution of a successor Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit, effective retroactive from April 1, 2024, through March 31, 2028.

BACKGROUND:

The resolution recommends approval of a Collective Bargaining Agreement (CBA) as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit. The agreement is for four years, and covers approximately 342.84 full-time equivalent (FTE), budgeted positions located within Tacoma Public Utilities. The agreement will be scheduled for consideration by the City Council as a resolution on July 8, 2025.

The CBA provides for a general wage increase retroactive to April 1, 2024, of 2.75 percent and also includes market-based wage adjustments by classification of between 2.25 percent and 16.9 percent; effective April 1, 2025, a general wage increase for all classifications of 2.75 percent and a market adjustment of .85 percent; and effective April 1 of 2026 and 2027, a general wage increase to be based on an amount equal to one hundred percent (100%) of the increase of the Seattle/Tacoma/Bellevue CPI-W (Consumer Price Index for Urban Wage Earners and Clerical Workers), June index, as published by the Bureau of Labor Statistics, with a minimum of 3 percent, and a maximum of 6 percent.

Other changes to the agreement include:

1. Changes to the language regarding Discipline; reducing the timeframe for unpaid disciplinary suspensions to be grieved by the employee, from 5-days to 3-days; establishing that the City has 6-months from the date of an incident to provide discipline to an employee; and providing an increase from 10 working days to 15 working days to provide a response at each step of the grievance process.
2. Effective April 1, 2026, an increase in the employee wage rate deferral from \$0.25 to \$0.50 per hour made as a City contribution to a Retirement Health Savings (RHS) account for eligible employees. Contributions on overtime shall be \$.75 per hour for time and one-half and \$1.00 per hour for double time.
3. Title changes for Wynoochee Project Maintenance Technician to Wynoochee Project Operations/Maintenance Technician, Systems Power Dispatcher to Power System Operator, and Systems Power Dispatcher Candidate to Power System Operator Candidate.
4. A change to the overtime designation for the classification of Tool & Equipment Room Coordinator from overtime category A (time and one-half for overtime hours worked) to overtime category C (double-time for overtime hours worked)
5. An increase to the daily rate for employees assigned to report directly to the South Service Center (SSC) from \$10 to \$22 per day for the first twenty days of their assignment.



6. An increase from \$10 to \$22 per day for Transmission & Distribution Section employees when required to report to the Tacoma Municipal Building or Tacoma Power's North Service Center for using their personal vehicle for travel to off-site locations for training classes or meetings.
7. An increase to the annual clothing allowance from 4 hours to 5 hours of pay at the Line Electrician straight-time rate, for applicable classifications.
8. Language modifying the annual clothing allowance for a Telecommunications Utility Worker and Network Construction Technician to \$400, or 5 hours at the Line Electrician rate of pay, whichever is greater.
9. An annual boot allowance for applicable classifications equivalent to 4 hours of the Line Electrician straight-time rate, for applicable classifications.
10. The increase to the annual safety related footwear allowance for a Telecommunications Utility Worker and Network Construction Technician from \$150 to 4 hours at the Line Electrician rate of pay.
11. An increase from 6.5 percent to 7.5 percent for a Hydroelectric Mechanic, Hydroelectric Electrician assigned to oversee the work of two or more contract employees; or when designated as a lead worker.
12. An increase from 14.25 percent to 16.48 percent over the base rate of pay for an employee assigned as a Senior Electrical Meter and Relay Technician; and from 25 percent to 27.23 percent for an employee assigned as the Assistant Supervisor Electrical Meter and Relay Technician.
13. Modifying the pay range for a Power System Operator Candidate to provide that upon completion of Step 3 will be advanced to Step 4 and have 4 months (reduced from 6 months) to obtain the NERC certification.
14. Adding an application of rate of 5 percent for hours worked by a Line Electrician, Senior Line Electrician, Wire Electrician, or Senior Line Electrician, when assigned to asbestos work; and application of rate of 10 percent for a Power Systems Operator when assigned to provide coverage for another Power Systems Operator for 2 hours or more, as well as cover their own assignment.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

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

2025 STRATEGIC PRIORITIES:

Economy/Workforce: *Equity Index Score:* 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)
1. Do not approve execution of the Collective Bargaining Agreement	N/A	Unknown

EVALUATION AND FOLLOW UP:

Please include what performance measures and/or benchmarks you have identified that indicate success. Explain how you will follow up with staff and/or Council to report success or changes.



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, Tacoma Power Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the 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:

Collective Bargaining Agreement

Fiscal Impact Memorandum