



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant
Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit – October 10, 2023
DATE: September 14, 2023

SUMMARY AND PURPOSE:

A resolution authorizing execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

BACKGROUND:

The resolution authorizes execution of a Letter of Agreement (LOA) as negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on September 27, 2023.

The agreement provides for revisions to a previous Letter of Agreement (LOA) last amended in 2017 regarding Joint Apprenticeship Training Programs. The LOA changes the title of the classification of Electrical Trainee to Electrical Pre-Apprentice and reduces the pay range from two steps to a single step. Length of employment in the classification has been reduced from 24 months to 12 months from the date of hire. During this 12-month period, subject to satisfactory progress, the City may request the Civil Service Board to approve a non-competitive appointment to one of the appropriate apprenticeship classifications. If a permanent appointment is not achieved within twelve (12) months from the original hire date, or satisfactory progress is not made, employment will be terminated.

The agreement also outlines standard work hours for Electrical Pre-Apprentices and provides that pursuant to WAC 296-45-25505, management shall provide any required Personal Protective Equipment. In addition, the LOA outlines the sections and provisions of the CBA that shall not apply to this classification.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Letter of Agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Tacoma 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 Letter of Agreement	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to authorize execution of the Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

FISCAL IMPACT:

There is no fiscal impact. Department Directors will be responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.

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