



TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Consultant
Dylan Carlson, Labor Relations Division Manager
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit – June 4, 2024
DATE: May 21, 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, Water Pollution Control Unit, regarding a Fatigue Time Pilot Program.

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit, regarding a Fatigue Time Pilot Program for non-operations employees.

The City and the Union (the Parties) have identified a mutual interest to explore modified fatigue time language that would better fit the technical, short duration overtime work typically performed by employees to better ensure:

- Adequate rest for employees performing overtime work during key rest hours in the early morning (between midnight and 4:00 a.m.), before returning to work for their regular shift, improving overall safety and productivity.
- The continuous, efficient operation of the WWTP and the SW Facility.
- The environmental safety of the surrounding environment (e.g., Puget Sound, City property, personal property, etc.) that the WWTP and SW Facility were designed to protect.

Non-operations employees who are called out and work three (3) or more hours (including travel time) of overtime between midnight (12:00 a.m.) and four a.m. (4:00 a.m.), except the night before a day-off shift, will be provided up to one-half (1/2) of their regular shift (not to exceed five (5) hours) of rest time during the first half (1/2) of their regular shift, paid at the straight-time rate. With supervisor approval, the employee may take the remaining balance of their regular shift off, using accrued PTO, vacation, sick leave, or compensatory time to cover that balance.”

This Pilot Program will be effective through December 31, 2025. The Parties may agree to extend the Pilot Program, or to replace the existing language in Section 13.7.B of the Collective Bargaining Agreement with the Pilot Language as may be modified during the Pilot Program by mutual agreement.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

Within this section, please state who will potentially be affected by this proposal and give a brief overview of the engagement and research you did with the community/customers to shape your recommendation. Also, emphasize how your legislation has included underrepresented communities’ input.



2025 STRATEGIC PRIORITIES:

Equity and Accessibility:

Identify which Tacoma 2025 strategic goals your legislation most relates to, and then identify the [Equity Index Score](#) for those goals in the geography your proposal will affect. Select the indicator(s) this legislation is most related to, then briefly explain how this legislation will impact the selected indicator(s) and/or improve the Equity Index Score. *Use the dropdowns below and refer to guide for more information.*

Economy/Workforce: *Equity Index Score:* Moderate Opportunity
Increase positive public perception related to the Tacoma economy.

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 the Letter of Agreement | N/A | N/A |

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:

Clearly state your recommendation and explain how your recommendation addresses the issue. Include next steps if appropriate. If you have a recommended effective date, enter here.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors will be 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?

Are there financial costs or other impacts of not implementing the legislation?

Yes

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