



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Senior Labor Relations Manager  
Karen Short, Senior Human Resources Analyst, Human Resources  
Gary Buchanan, Director, Human Resources  
**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 – January 26, 2021  
**DATE:** January 8, 2020

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**SUMMARY AND PURPOSE:**

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

**BACKGROUND:**

The resolution will authorize the execution of a Letter of Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

The agreement provides for changes to language regarding the step progression for the classification of Telecommunications Utility Worker (CSC 5516). It provides that employees must successfully complete specific training outlined in the agreement in order to advance beyond Step 3 of the pay scale.

The Parties previously reached agreement on the transition of impacted classifications from the IBEW, Local 483, Click! Unit to the IBEW, Local 483, Tacoma Power unit, in a Letter of Agreement adopted by Resolution 40555, on February 18, 2020.

That Letter of Agreement retained Section 17.4 of the IBEW, Local 483, Click! Unit agreement, but inadvertently omitted previous language from Section 21.5.b of the agreement, leading to potential confusion about the step progression for employees in the Telecommunications Utility Worker classification. The letter provides language intended to clarify the step progression for the classification.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The 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:**

**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

**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 for this request. 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?**

**NO, PLEASE EXPLAIN BELOW**

No. Department Directors will be responsible for adhering to their overall levels of appropriation.

**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