



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Director, Human Resources
Karen Short, Human Resources Senior Analyst
COPY: City Council and City Clerk
SUBJECT: Resolution authorizing execution of a letter of agreement with the International Brotherhood of Electrical Workers, Local 483, Click! Network Unit – July 22, 2014
DATE: June 27, 2014

SUMMARY:

A resolution authorizing execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Click! Network Unit.

STRATEGIC POLICY PRIORITY:

The Resolution aligns with the City Council’s Strategic Policy Priority to **encourage and promote an open, effective, results-oriented organization** by providing for wage adjustments and other changes as negotiated in good faith for employees represented by the IBEW, Local 483, Click! Network Unit.

BACKGROUND:

This resolution will authorize execution of a Letter of Agreement (LOA) negotiated between the City of Tacoma and the IBEW, Local 483, Click! Network Unit on behalf of the employees represented by said Union. The LOA covers 14 budgeted full time equivalent (FTE) positions located within Tacoma Public Utilities, and is scheduled for consideration by the Public Utility Board as a Resolution on July 9, 2014.

The Letter of Agreement provides for the incorporation of the classification of Sales & Service Representative (CSC 5511) into the IBEW, Local 483, Click! Network Unit. The collective bargaining agreement was adopted by Resolution 38919 on June 3, 2014. The agreement provides a retroactive wage increase of 2 percent effective May 24, 2013; an increase of 1.2 percent effective January 1, 2014; and an increase effective January 1, 2015, based on 100 percent of the Consumer Price Index for Urban Wage Earners and Clerical Workers, CPI-W, Seattle-Tacoma area, measured from June 2013 to June 2014 with a minimum increase of 2 percent and a maximum increase of 4 percent.

The agreement also provides for language to allow eligibility for employees to receive longevity pay based on years of service with the City of Tacoma; and provisions outlining working conditions related to hours of work, meal allowances, overtime, seniority, and vacation bidding, shift assignments and shift bidding, similar to other classifications in the unit.

ISSUE:

Authorize execution of the Letter of Agreement as bargained with the International Brotherhood of Electrical Workers, Local 483, Click! Network Unit.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the execution of this Letter of Agreement.



FISCAL IMPACT:

Fiscal impact information for this legislation is provided as prepared by the Tacoma Public Utilities Management Services Office.