



RESOLUTION NO. 41388

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
 2 three-year Collective Bargaining Agreement between the City and the
 3 International Brotherhood of Electrical Workers, Local 483, Water Pollution
 4 Control Unit, consisting of 48 budgeted full-time equivalent positions,
 5 retroactive to January 1, 2023, through December 31, 2025.

6 WHEREAS the City has, for years, adopted the policy of collective
 7 bargaining between the various labor organizations representing employees and
 8 the administration, and

9 WHEREAS this resolution allows for the execution of a three-year Collective
 10 Bargaining Agreement (“CBA”) between the City and the International Brotherhood
 11 of Electrical Workers, Local 483, Water Pollution Control Unit (“Union”), on behalf of
 12 the employees represented by said Union, and

13 WHEREAS the bargaining unit consists of approximately 48 budgeted,
 14 full-time equivalent (“FTE”) positions, and

15 WHEREAS the CBA will provide for a wage increase of 2.5 percent
 16 retroactive to January 1, 2023; and effective retroactive to January 1, 2024, and
 17 effective January 1, 2025, a wage increase of 2.75 percent will be provided, and

18 WHEREAS the agreement also provides for the following market-based
 19 wage adjustments to be provided by classification as follows:
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Classification	January 1, 2023	January 1, 2024	January 1, 2025
Environmental Systems Tech	1.75%	2.50%	2.50%
Landfill Gas Systems Operator	1.75%	2.50%	2.50%
WWTP Electrician/Instrumentation Tech	3.00%	5.00%	2.75%
WWTP Operator	3.50%	4.00%	3.00%
WWTP Operator, Senior	4.00%	4.50%	2.50%

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WHEREAS, in addition, for the Biosolids Coordinator classification, in acknowledgement of: 1) making certifications required; 2) incorporating the certification pay into the base rate of pay in 2024; and 3) eliminating additional certification pay described in Section 14.1.C, the City will provide additional retroactive and future adjustments as follows:

Classification	January 1, 2023	January 1, 2024	January 1, 2025
Biosolids Coordinator	1.75%	2.5% + 5.0%	2.50%

and,

WHEREAS other changes to the agreement include revisions to the Union Membership and Dues article to conform to the Janus decision; language clarifying employee upgrades, pay for time worked on a holiday, and holiday scheduling; a certification incentive of two percent for a Wastewater Treatment Plant Operator holding a WWTP Operator 2 certification; language requiring a Biosolids Coordinator to complete two certifications prior to advancing to Step 5; and language allowing employees to combine their two 15-minute rest breaks with their 30-minute meal break, as long as the practice does not result in operational inefficiency, and

WHEREAS it appears in the best interests of the City that the CBA negotiated by said Union and the City be approved; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit, effective



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retroactive to January 1, 2023, through December 31, 2025, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney