



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 an agreement with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit – February 17, 2015
DATE: January 28, 2015

SUMMARY:

A resolution authorizing execution of a 2015-2017 collective bargaining agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Water Pollution Control 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, Water Pollution Control Unit.

BACKGROUND:

This resolution will authorize the execution of a three year, 2015-2017 collective bargaining agreement negotiated between the City of Tacoma and the IBEW, Local 483, Water Pollution Control Unit on behalf of the employees represented by said Union. The agreement covers approximately 57 full-time equivalent positions located within General Government.

The agreement provides for a wage increase of 2.2 percent effective January 1, 2015, and increases effective January 1 of 2016 and 2017 of an amount equal to 100 percent of the Consumer Price Index (CPI-W), June-June index, Seattle-Tacoma area, with a minimum increase of 2 percent and a maximum increase of 4 percent.

The agreement also provides clarification for the timelines for grievances to be counted in calendar days; provides all employees in the bargaining unit with an allowance for safety footwear and clarifies when the allowance is paid, modifies Article 13 regarding hours of work and scheduling for employees assigned at the Treatment Plant 1 to implement earlier start times; and language regarding agreement on the formation of a Labor/Management Committee for the purpose of reviewing training programs for the Wastewater Treatment Plant Electrician/Instrumentation Technicians.

ISSUE:

Authorize execution of the collective bargaining agreement as bargained with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit.

RECOMMENDATION:

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



FISCAL IMPACT:

Fiscal impact information for this legislation is provided as prepared by the Office of Management and Budget.