



## RESOLUTION NO. 40470

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and  
3 International Brotherhood of Electrical Workers, Local 483, Customer and  
4 Field Services Unit, effective retroactive to January 1, 2019, through  
5 December 31, 2021.

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 International Brotherhood of  
11 Electrical Workers, Local 483, Customer and Field Services Unit (“Union”), on  
12 behalf of the employees represented by said Union, and

13 WHEREAS the bargaining unit consists of approximately 157 budgeted,  
14 full-time equivalent (“FTE”) positions, with 122 FTEs assigned to Tacoma Public  
15 Utilities (TPU) and 35 FTEs assigned to General Government, and

16 WHEREAS the CBA covers three years and will provide for a wage increase  
17 in each year of the agreement; effective retroactive to January 1, 2019, base  
18 wages will increase by 3 percent, effective January 1, 2020, base wages will  
19 increase by 3 percent, effective January 1, 2021, base wages will increase by 2.5  
20 percent, and

21 WHEREAS other changes include: (1) reducing the pay range for the  
22 classification of Warehouse Supervisor, from five steps to three steps, and  
23 changing the classification to overtime eligible; (2) adding a fourth step to the pay  
24 range for the Customer Service Representative, Lead classification; (3) eliminating  
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1 the Work Force Coordinator application of rate and adding a new Workforce  
2 Coordinator classification with the pay range set to mirror the Customer Service  
3 Representative, Lead classification; and (4) adding an annual maximum  
4 reimbursement for required safety footwear of up to \$150.00 for specific TPU Field  
5 Operations Staff, and  
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7 WHEREAS the CBA was considered and approved by the Public Utility  
8 Board at its meeting of October 23, 2019, and  
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10 WHEREAS it appears in the best interests of the City that the CBA  
11 negotiated by said Union and the City be approved; Now, Therefore,  
12

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

14 That the proper officers of the City are hereby authorized to execute the  
15 three-year Collective Bargaining Agreement between the City and International  
16 Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit,  
17 effective retroactive to January 1, 2019, through December 31, 2021, said  
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1 document to be substantially in the form of the agreement on file in the office of the  
2 City Clerk.

3  
4 Adopted \_\_\_\_\_

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6 \_\_\_\_\_  
7 Mayor

8 Attest:  
9 \_\_\_\_\_  
10 City Clerk

11 Approved as to form:  
12 \_\_\_\_\_  
13 Deputy City Attorney

14 Requested by Public Utility Board  
15 Resolution No. U-11112

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