



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, Water Pollution Control Unit – December 2, 2014
DATE: November 10, 2014

SUMMARY:

A resolution authorizing execution of a Letter of Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Water Pollution Control Unit.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective, results-oriented organization by providing for pay and compensation as negotiated in good faith with the IBEW, Local 483, Water Pollution Control Unit.

BACKGROUND:

This resolution will authorize the execution of a Letter of Agreement negotiated between the City of Tacoma and the IBEW, Local 483, Water Pollution Control Unit. The collective bargaining agreement for this unit was adopted by Resolution 38336, September 27, 2011. The classification of Biosolids Coordinator was certified by the Public Employment Relations Commission (PERC) for inclusion in this bargaining unit on August 12, 2014.

The Letter of Agreement provides for a wage increase of 1.2 percent, effective August 12, 2014; a reduction in the number of steps in the wage scale; a change for the classification to go from salaried to eligible for overtime, and the ability for employees to receive longevity pay. The agreement also provides employees the ability to receive certification pay of 2.5 percent for the completion of a Master Gardener Certification and/or a Washington Organic Recycling Compost Certification.

ISSUE:

Authorization is required to execute the Letter of Agreement negotiated with the bargaining unit on behalf of the employees represented by said union.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

The fiscal impact information is provided by the Office of Management and Budget.