



RESOLUTION NO. 40961

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement negotiated between the City of Tacoma and the
3 International Brotherhood of Electrical Workers, Local 483, Tacoma Power
4 and Supervisors' Units, regarding a signal and streetlight maintenance
5 employee retention incentive.

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 Resolution No. 40842, adopted September 21, 2021, authorized
10 the execution of the four-year Collective Bargaining Agreement ("CBA") between
11 the City of Tacoma and the International Brotherhood of Electrical Workers, Local
12 483, Tacoma Power Unit ("Union"), on behalf of the employees represented by said
13 Union, and

14 WHEREAS Resolution No. 40758, adopted March 9, 2021, authorized the
15 execution of a one-year Collective Bargaining Agreement between the City of
16 Tacoma and the International Brotherhood of Electrical Workers, Local 483,
17 Supervisors' Unit, on behalf of the employees represented by said Union, and

18 WHEREAS the City and Union have negotiated a Letter of Agreement
19 ("LOA") to the CBAs which provides for a retention incentive program for eligible
20 employees in the Traffic Signal and Streetlight Section of Public Works who are
21 currently, or will become, retirement eligible during the term of the LOA, and whose
22 employment is considered essential for the continued operations of the City's signal
23 and streetlight infrastructure, consisting of a first retention payment of \$7,500 for the
24 period from the effective date of the agreement through July 31, 2024, and a
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26



1 second payment of \$15,000 for the period from the effective date of the agreement
2 through July 31, 2025, and

3 WHEREAS it appears in the best interest of the City that the LOA negotiated
4 by said Union and the City be approved; Now, Therefore,

5
6 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

7 That the proper officers of the City are hereby authorized to execute the
8 Letter of Agreement negotiated between the City of Tacoma and the International
9 Brotherhood of Electrical Workers, Local 483, Tacoma Power and Supervisors'
10 Units, said document to be substantially in the form of the document on file in the
11 office of the City Clerk.
12

13 Adopted _____
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15 _____
16 Mayor

17 Attest:
18 _____
19 City Clerk

20 Approved as to form:
21 _____
22 Deputy City Attorney

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