



RESOLUTION NO. 40983

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, Customer and
4 Field Services Unit, consisting of 154 budgeted full-time equivalent positions,
5 effective retroactive to January 1, 2022, through December 31, 2024.

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, 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 154 budgeted,
14 full-time equivalent (“FTE”) positions, with 31 FTE positions assigned to General
15 Government and 123.2 FTE positions assigned to Tacoma Public Utilities, and

16 WHEREAS the CBA will provide for a general wage increase of 2.25 percent
17 retroactive to January 1, 2022, for all bargaining unit classifications; effective
18 January 1, 2023, all bargaining unit classifications will receive a 2.5 percent general
19 wage adjustment, and effective January 1, 2024, all bargaining unit classifications
20 will receive a 2.75 percent general wage adjustment, and

21 WHEREAS, in addition, the classifications of Mail & Stock Processor and
22 Meter Reader will receive a market-based wage adjustment of 2.5 percent, and the
23 classification of Senior Mail & Stock Processor will be adjusted by approximately
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1 1.5 percent to align the classification to 10 percent above Mail & Stock Processor,

2 and

3 WHEREAS, other changes to the CBA include: (1) an increase to the
4 amount paid annually for reimbursement of up to two pairs of safety shoes from
5 \$150 to \$200 per pair for TPU Field Operation employees, (2) reimbursement for
6 one pair of safety shoes for Mail & Stock Processors and Senior Mail & Stock
7 Processors, and (3) a joint proposal to transfer the classification of Warehouse
8 Supervisor from the 483 Customer & Field Services bargaining unit to the 483
9 Supervisors' bargaining unit, and
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12 WHEREAS the CBA was considered and approved by the Public Utility
13 Board at its meeting of May 25, 2022, and

14 WHEREAS it appears in the best interests of the City that the CBA
15 negotiated by said Union and the City be approved; Now, Therefore,
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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 the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit, effective retroactive to January 1, 2022, through December 31, 2024, 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

Requested by Public Utility Board
Resolution No. U-11322