



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Kari Louie, Acting Human Resources Director
Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit – May 6, 2025
DATE: April 18, 2025

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit, regarding the Water Treatment Plant Operator-in-Training.

BACKGROUND:

The resolution authorizes execution of a Letter of Agreement (LOA) as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Water Division Unit. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on April 23, 2025.

The Agreement extends the length of the application of rate for an employee assigned as a Water Treatment Plant Operator-in-Training from 18 months to 24 months, to allow the employee time to meet the Education and Experience requirements set forth in Chapter 246-292 WAC and associated guidelines developed by the Washington Department of Health, and pass all required Water Treatment Plant Operator examinations to achieve a Level 3 certification within the prescribed timelines.

Employees selected for Water Treatment Plant Operator-in-Training (WOIT) positions will be paid as a percentage of the Water Treatment Plant Operator (CSC 5112) rate of pay based on certification level and months of experience as a WOIT at the Green River Filtration Facility, per the terms of the agreement.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Letter of Agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit, and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: *Equity Index Score:* Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City Funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
1. Do not approve execution of the Letter of Agreement	N/A	Unknown



EVALUATION AND FOLLOW UP:

Please include what performance measures and/or benchmarks you have identified that indicate success. Explain how you will follow up with staff and/or Council to report success or changes.

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to execute the Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit.

FISCAL IMPACT:

Please provide a short summary of the fiscal impacts associated with the grant, agreement, policy action, or other action.

Fund Number & Name	COST OBJECT (CC/WBS/ORDER)	Cost Element	Total Amount
1. 4600 Tacoma Water	Various	5110100	Up to \$3,000
2.			
TOTAL			Up to \$3,000

What Funding is being used to support the expense?

Tacoma Water Operating Revenues

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

YES

Estimated impact of up to \$3,000 will be absorbed within the department's approved budget.

Are there financial costs or other impacts of not implementing the legislation?

YES

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City's FTE/personnel counts?

No

ATTACHMENTS:

Letter of Agreement