



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, Supervisors’ Unit – July 22, 2014
DATE: June 27, 2014

SUMMARY:

A resolution authorizing the execution of a Letter of Agreement negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors’ Unit.

STRATEGIC POLICY PRIORITY:

The resolution aligns with the City Council’s Strategic Priority to **encourage and promote an open, effective, results-oriented organization** by providing for wages and working conditions as negotiated in good faith for employee represented by the IBEW, Local 483, Supervisors’ Unit.

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement (LOA) negotiated between the City of Tacoma and the IBEW, Local 483, Supervisors’ Unit, on behalf of the employees represented by said union. The LOA covers 3 budgeted, full-time equivalent (FTE) positions located within Tacoma Public Utilities, Click! Network, and is scheduled for consideration by the Public Utility Board as a Resolution on July 9, 2014.

The agreement provides for the accretion of the classification of Assistant Telecommunications Supervisor (CSC 5519) into the IBEW, Local 483, Supervisors’ Unit. The Public Employment Relations Commission certified the classification for inclusion on June 12, 2013. The collective bargaining agreement for this bargaining unit was adopted by Resolution 38378, on November 29, 2011.

This classification will remain eligible for overtime pay at time and one half (Overtime Category A). Wages were increased effective January 1, 2014 by 2 percent; but the pay range will be reduced to a 5 step pay range with this LOA. Employees in an active status on the date of execution of the agreement will receive a one-time, lump sum payment of \$600; and employees will be provided with an annual clothing allowance of \$200 and an annual allowance of \$150 for appropriate safety related footwear. Employees will also be eligible to receive meal allowances per the terms of the existing collective bargaining agreement.

ISSUE:

Authorize the execution of the Letter of Agreement as bargained with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the execution of this Letter of Agreement.

FISCAL IMPACT:

Fiscal impact information for this legislation is provided as prepared by the Tacoma Public Utilities Management Services Office.