



**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 an agreement with the International Brotherhood of Electrical Workers, Local 483, Click! Network – June 3, 2014  
**DATE:** May 12, 2014

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**SUMMARY:**

A resolution authorizing execution of a 2012-15 collective bargaining agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Click! Network Unit.

**STRATEGIC POLICY PRIORITY:**

The Resolution aligns with the City Council’s Strategic Policy Priority to **encourage and promote an open, effective, results-oriented organization** by providing for wage adjustments and other changes as negotiated in good faith for employees represented by the IBEW, Local 483, Click! Network Unit.

**BACKGROUND:**

This resolution will authorize the execution of a four year, 2012-15 collective bargaining agreement negotiated between the City of Tacoma and the IBEW, Local 483, Click! Network Unit on behalf of the employees represented by said Union. The agreement covers approximately 42 full-time equivalent positions located at Tacoma Public Utilities. The agreement has been scheduled for consideration by the Public Utility Board as a Resolution on May 14, 2014. The agreement provides in part for the following:

1. Effective January 1, 2012, wages increase by zero (0) percent.
2. Effective January 1, 2013, wages will be increased based on a review of the market, resulting in an increase of 3.9 percent for the classification of Telecommunication Technician I, and a wage increase of 2.3 percent for Telecommunications Utility Worker. Employees in the remaining three classifications in the bargaining unit will not receive a wage adjustment in 2013.
3. Effective January 1, 2014, wages shall be increased by 1.2 percent, based on 100 percent of the CPI-W, Seattle-Tacoma-Bremerton, June index, with a minimum of 1 percent and a maximum of 4 percent.
4. Effective January 1, 2015, wages shall be increased based by 100 percent of the CPI-W, Seattle-Tacoma-Bremerton, June index, with a minimum of 2 percent and a maximum of 4 percent.

**ISSUE:**

Authorize execution of the collective bargaining agreement as bargained with the International Brotherhood of Electrical Workers, Local 483, Click! Network Unit.

**RECOMMENDATION:**

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

**FISCAL IMPACT:**

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