



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
Karen Short, Senior Human Resources Analyst
COPY: City Council and City Clerk
SUBJECT: Resolution authorizing execution of a collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit – January 7, 2014
DATE: December 19, 2013

SUMMARY:

A resolution authorizing execution of an agreement negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit.

BACKGROUND:

This resolution will allow for the execution of the proposed three-year agreement effective January 1, 2013 through December 31, 2015, with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit.

The agreement currently covers 29 budgeted full time equivalent (FTE) positions. Six of the positions are assigned to General Government and the remaining 23 positions are assigned to Tacoma Public Utilities. The agreement was recommended for execution by the Public Utility Board by a resolution adopted on December 18, 2013, and is anticipated to be considered by the City Council as a resolution on January 7, 2014.

The agreement provides for a wage increase for the classifications in the bargaining unit of 2 percent effective January 1, 2013; an increase of 2.5 percent effective January 1, 2014; and an increase based on 100 percent of the Consumer Price Index (CPI-W) June-June index, with a minimum of 2 percent and a maximum of 4 percent effective January 1, 2015. Other provisions of the agreement include language providing for the payout of unused compensatory time off at the end of the year in which it is earned; an increase to the meal allowance rate from \$12 to \$15 per meal; and an annual allowance of \$200 for employees assigned at TPU for work related clothing in lieu of providing the clothing.

ISSUE:

Authorization is required to execute the collective bargaining agreement and other related documents that have been negotiated with the bargaining unit on behalf of the employees represented by said union.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

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