



RESOLUTION NO. 41502

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement negotiated between the City of Tacoma and the
3 International Brotherhood of Electrical Workers, Local 483, Supervisors'
4 Unit, regarding compensation for employees in the classification of
5 Biosolids Supervisor.

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 Resolution No. 41051, adopted October 25, 2022, authorized the
10 execution of the four-year Collective Bargaining Agreement ("CBA") between the
11 City of Tacoma and the International Brotherhood of Electrical Workers, Local 483,
12 Supervisors' Unit ("Union"), on behalf of the employees represented by said Union,
13 and

14 WHEREAS this resolution authorizes the execution of a Letter of Agreement
15 ("LOA") between the City of Tacoma and the International Brotherhood of Electrical
16 Workers, Local 483, Supervisors' Unit, ("Union"), on behalf of the employees
17 represented by said Union, and

18 WHEREAS in late 2022, the City and the Union ("Parties") finalized a
19 collective bargaining agreement ("CBA") effective January 1, 2022, to December
20 31, 2025, and during the bargaining process, the Parties determined that there
21 were limited external market comparators for the Biosolids Supervisor (CSC 5097)
22 classification, and
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WHEREAS the Parties saw value in avoiding future salary compression between the Biosolids Supervisor and the Biosolids Coordinator and agreed to a ten percent (10%) differential between the classifications, and

WHEREAS effective retroactive to January 1, 2024, the Master Gardener Certification and the Washington Organic Recycling Compost Certification will be required qualifications for the Biosolids Supervisor and all future employees hired or promoted into the classification will be required to have the certifications prior to advancing to Step 5, and

WHEREAS in acknowledgement of 1) making the certifications required; 2) incorporating the certification pay into the base rate of pay in 2024; 3) eliminating additional certification pay described in Section 14.1.C; and 4) maintaining the 10 percent differential, the City will provide the following wage adjustments as follows:

Code	Classification	January 1, 2023	January 1, 2024	January 1, 2025
5097	Biosolids Supervisor	1.75%	2.5% + 5.0%	2.50%

WHEREAS it appears in the best interest of the City that the LOA 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 Letter of Agreement negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit, regarding compensation for employees in the classification of Biosolids Supervisor, said document to be substantially in the form of the document on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney