



RESOLUTION NO. 41041

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 three-year Collective Bargaining Agreement between the City and the
3 International Brotherhood of Electrical Workers, Local 483, Water Division
4 Unit, consisting of 135 budgeted full-time equivalent positions, effective
5 retroactive to January 1, 2022, through December 31, 2024.

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 this resolution allows for the execution of a three-year Collective
10 Bargaining Agreement (“CBA”) between the City and the International Brotherhood
11 of Electrical Workers, Local 483, Water Division Unit (“Union”), on behalf of the
12 employees represented by said Union, and

13 WHEREAS the bargaining unit consists of approximately 135 budgeted,
14 full-time equivalent (“FTE”) positions, and

15 WHEREAS the CBA provides for wage increases in each year of the
16 agreement, as follows: effective retroactive to January 1, 2022: (1) a general wage
17 increase of 2.25 percent for all classifications; (2) a market-based wage adjustment
18 of 1.8 percent for Water Quality Specialists, Watershed Inspectors, and Water
19 Service Mechanics; (3) a market-based wage adjustment of 3.0 percent for
20 supervisory classifications; and (4) a market-based wage adjustment of 2.25
21 percent for all other classifications, and

22 WHEREAS, effective January 1, 2023, the CBA provides for a general wage
23 increase of 2.5 percent and a market-based wage adjustment of 2.5 percent for all
24 classifications, and effective January 1, 2024, the CBA provides for a general wage
25 increase of 2.5 percent and a market-based wage adjustment of 2.5 percent for all
26 classifications, and effective January 1, 2024, the CBA provides for a general wage



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increase of 2.75 percent and a market-based wage adjustment of 1.5 percent for all classifications, and

WHEREAS other changes include: (1) an adjustment to the application of rates for a graduated Water Utility Worker apprentice from 86.75 to 88 percent of the journey level rate; (2) an increase to the allowance for alternate reporting headquarters and travel allowance for remote locations from \$10 to \$14; (3) an increase in the differential pay to night shift workers from 3 percent to 5 percent; (4) modifications to the amounts paid to Water Service Mechanics for specific certifications obtained, up to 10 percent; and (5) clarification of the fatigue time language in Section 12.5, and incorporation of the Juneteenth holiday into the CBA, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of September 28, 2022, and

WHEREAS it appears in the best interests of the City that the CBA 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 three-year Collective Bargaining Agreement between the City and the International Brotherhood of Electrical Workers, Local 483, Water Division Unit, effective retroactive to January 1, 2022, through December 31, 2024, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

Requested by Public Utility Board
Resolution No. U-11343