



TO: T.C. Broadnax, City Manager
FROM: Karen Short, Human Resources Senior Analyst
Joy St. Germain, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution - Authorize execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Unit – February 9, 2016
DATE: January 22, 2016

SUMMARY:

A resolution authorizing execution of a Collective Bargaining Agreement negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers (IBEW), Local 483, Water Unit.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Unit.

BACKGROUND:

The resolution with authorize execution of the 2015-2018 collective bargaining agreement negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Water Unit. The agreement covers approximately 121 budgeted full time equivalent (FTE) positions located within Tacoma Water. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on January 27, 2016.

The agreement will cover four years 2015-2018, and provide for a wage increase in each year of the agreement. A wage increase of 2 percent retroactive to January 1, 2015; a wage increase of 1.1 percent effective January 1, 2016; a wage increase of 2 percent effective January 1, 2017; and an increase of 2.5 percent effective January 1, 2018.

Other language changes to the agreement were made in articles on Management Rights, Definitions, Grievance Procedure, Temporary Vacancies, Selection of Personnel and Hours of Work. It moves contract language related to time off and benefits to Appendix B, and also adds an application of rate of 5 percent when an employee is working fully inside an installed pipe.

ISSUE:

Authorization is required to execute the Collective Bargaining Agreement as negotiated with the bargaining unit on behalf of the employees represented by the International Brotherhood of Electrical Workers, Local 483, Water Unit.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal Impact information is provided by the Management Services Office.