



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Senior Labor Relations Manager  
 Karen Short, Senior Human Resources Analyst, Human Resources  
 Gary Buchanan, 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 (IBEW), Local 483, Clerical Unit – June 8, 2021  
**DATE:** May 19, 2021

**SUMMARY AND PURPOSE:**

A resolution authorizing the adoption of a Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Clerical Unit, effective retroactive from January 1, 2021, through December 31, 2023.

**BACKGROUND:**

The resolution will authorize the execution of the Collective Bargaining Agreement negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Clerical Unit, effective retroactive from January 1, 2021, through December 31, 2023. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on May 26, 2021.

The agreement is for three years, and covers approximately 181 budgeted, full-time equivalent positions. The agreement provides for the following general wage increases:

- Effective January 1, 2021, a general wage increase of 1 percent
- Effective January 1, 2022, a general wage increase of 1 percent
- Effective July 1, 2022, a general wage increase of 1 percent
- Effective January 1, 2023, a general wage increase equal to 100% of the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma-Bellevue Area, all items, measured from June of 2021 to June of 2022, with a minimum increase of 2 percent and a maximum increase of 3 percent.

In addition to the general wage increases listed, the following market adjustments shall be applied:

Market Adjustments				
Code	Classification	January 1, 2021	January 1, 2022	January 1, 2023
0006	Office Assistant	3.0%	2.0%	2.0%
0504	Financial Assistant	3.0%	2.0%	2.0%
0508	Accountant	4.0%	4.0%	2.0%
0514	Accountant, Senior	4.0%	4.0%	2.0%
0547	Retirement Specialist	3.0%	2.0%	2.0%
0737	Administrative Assistant	3.0%	2.0%	2.0%
1140	Public Disclosure Specialist	4.0%	3.0%	2.0%
1141	Public Disclosure Analyst	5.0%	5.0%	2.0%



Other changes to the agreement include language changes to Article 9, clarifying discipline timelines used in the investigation and discipline process; Article 12, providing that Human Resources will provide notice to employees covered by the agreement when a new list is being created for their classification; and to Article 14 clarifying that should a dispute arise when employees are either bidding on work shifts, or for vacation requests, the senior employee will have preference.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the International Brotherhood of Electrical Workers (IBEW), Local 483, Clerical Unit, and has been bargained in good faith.

**2025 STRATEGIC PRIORITIES:**

**Economy/Workforce:** Moderate Opportunity

**Explain how your legislation will affect the selected indicator(s).**

This legislation supports the responsible and sustainable management of City funds.

**ALTERNATIVES:**

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Collective Bargaining Agreement	N/A	unknown

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council by resolution is required to authorize execution of the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Clerical Unit.

**FISCAL IMPACT:**

Fiscal impact information will be provided by the Office of Management and Budget. Department Directors will be responsible for adhering to their overall levels of appropriation.

**What Funding is being used to support the expense?**

Participating departments will be responsible for continuing costs.



**City of Tacoma**

**City Council Action Memorandum**

**Are the expenditures and revenues planned and budgeted in this biennium's current budget?**

**Yes**

**Are there financial costs or other impacts of not implementing the legislation?**

**No**

**Will the legislation have an ongoing/recurring fiscal impact?**

**YES**

**Will the legislation change the City's FTE/personnel counts?**

**No**

**ATTACHMENTS:**

Collective Bargaining Agreement