



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Human Resources Senior Analyst
Gary Buchanan, Human Resources Director
Kari L Louie, Benefits Manager
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisor’ Unit – September 12, 2017
DATE: August 11, 2017

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ 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 for employees represented by the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit.

BACKGROUND:

The resolution will authorize execution of a 2017-2020 Collective Bargaining Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on August 23, 2017. There are currently 13 full-time, budgeted positions in the bargaining unit, with 5 FTE assigned within General Government and 8 FTE within Tacoma Public Utilities.

The agreement covers four years, and provides for a wage increase of 2.25 percent effective January 1 of each year of the agreement, beginning in 2017; and effective January 1, 2017, the classification of Biosolids Supervisor will receive an additional 1 percent increase. In addition, the agreement provides that active employees as of May 4, 2017, will receive a one-time lump sum payment of \$1,000.

Other changes to the agreement include a change to the expected work schedules for Customer Accounts Supervisors to more closely align them with the employees they supervise; modifications to the Articles on Grievances and Discipline; and adding standard contract language related to time off and benefits to Appendix B.

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, Supervisors’ Unit.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact has been provided by the TPU Management Services Office.