



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Senior Labor Relations Manager  
Karen Short, Senior Human Resources Analyst, Human Resources  
Shelby Fritz, Director, Human Resources  
Kari Louie, Senior Compensation & Benefits Manager  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize execution of a Letter of Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Power and Supervisors’ Units – April 26, 2022  
**DATE:** April 8, 2022

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**SUMMARY AND PURPOSE:**

A resolution authorizing execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Power and Supervisors’ Units, regarding a Signal & Streetlight Maintenance Employee Retention Incentive.

**BACKGROUND:**

The resolution authorizes execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Power and Supervisors’ Units, to provide for a Signal and Streetlight Maintenance Employee Retention Incentive.

The City of Tacoma and the IBEW, Local 483 Power and Supervisors’ Units have reached an agreement for a retention incentive program for employees in the Traffic Signal and Streetlight Section of Public Works who are currently, or will become, retirement eligible during the term of the LOA, and whose employment is considered essential for the continued operations of the City’s signal and streetlight infrastructure.

The Traffic Signal and Streetlight Section of Public Works maintains unique critical signal and streetlight infrastructure of the City. Journey level electricians in that group are typically trained internally through an apprenticeship program and are critical to the maintenance of the infrastructure. Apprentices must complete a 3 ½ year program and are typically paired with Journey Electricians in a 1:1 ratio to provide oversight in accordance with the applicable Washington L & I apprenticeship regulations.

To address a potential shortfall of Journey Electricians required to maintain the signal and streetlight infrastructure, the City believes that an employee retention incentive plan should be offered to Journey Electricians that are currently eligible or would be eligible to retire by August 1, 2025.

Eligible employees would receive a first retention payment of \$7,500 for the period from the effective date of the agreement through July 31, 2024, and a second \$15,000 payment for the period from the effective date of the agreement through July 31, 2025. An employee who voluntarily separates, retires, is terminated, or takes a voluntary leave of absence prior to the end of a retention period is not eligible to receive a payment.

Retention payments would be made at the end of two retention periods. From the effective date of the agreement, through July 31, 2024; and from the effective date of the agreement through July 31, 2025.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The Letter of Agreement has been reached with the International Brotherhood of Electrical Workers (IBEW), Local 483, Power and Supervisors’ Units, 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 Letter of 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 Letter of Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Power and Supervisors' Units.

**FISCAL IMPACT:**

Fiscal impact information will be provided by the Budget Office. 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.

**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:**

- Letter of Agreement
- Fiscal Impact Memorandum