



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant
Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit – August 6, 2024
DATE: July 16, 2024

SUMMARY AND PURPOSE:

A resolution authorizing execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit, regarding the accretion of the classifications of Hydro Park Supervisor and Assistant Hydro Park Supervisor.

BACKGROUND:

The resolution authorizes execution of a Letter of Agreement (LOA) as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit. The letter covers approximately 8 budgeted, full-time equivalent positions located within Tacoma Public Utilities, and will be considered by the Public Utility Board as a resolution on July 24, 2024.

Employees in the classifications of Hydro Parks Supervisor and Assistant Hydro Parks Supervisor have selected IBEW, Local 483 as their exclusive bargaining representative for purposes of collective bargaining. This was certified by the Public Employment Relations Commission (PERC) on June 9, 2023. The classifications will be amended to be part of the classified service and will be designated as overtime category “D”, and will not be eligible for overtime or compensatory time off.

The agreement provides for the classifications to be recognized and incorporated into and covered by the terms of the IBEW, Local 483, Supervisors’ Unit. In addition, effective retroactive to the execution of a “Christie Agreement” on June 10, 2024, the classifications will receive a general wage increase of 2.75 percent, and the wage scale will be reduced from 9 steps to 5 steps. Initial placement of employees in the revised 5 step range will be based on employee tenure in the position. Each Hydro Parks Supervisor and Assistant Hydro Parks Supervisor employed on the date of City Council approval will receive a one-time, lump sum payment of \$1,000; and employees will be eligible to receive longevity pay.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Letter of Agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ 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 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, Local 483, Supervisors' Unit.

FISCAL IMPACT:

Fiscal impact information is 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?

No

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