



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Consultant
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 – March 25, 2025
DATE: February 26, 2025

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit, regarding the classification of Engineering Support Supervisor.

BACKGROUND:

The resolution authorizes execution of a Letter of Agreement (LOA) as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors’ Unit regarding the classification of Engineering Support Supervisor. The agreement covers one position located within Tacoma Public Utilities and has been scheduled for consideration by the Public Utility Board as a resolution on March 12, 2025.

Employees in the classification of Engineering Support Supervisor, have selected IBEW, Local 483, Supervisors’ Unit as their exclusive bargaining representative for purposes of collective bargaining. This action was certified by the Public Employment Relations Commission (PERC) on September 4, 2024. The Engineering Support Supervisor classification will be part of the unclassified service, and designated as overtime category “D”, which is not eligible for overtime or compensatory time off. The classification will be eligible to receive longevity pay. It is agreed that the provisions of Article 9 of the collective bargaining agreement do not apply to unclassified employees, and disciplinary action will not be subject to review or appeal under the grievance procedures of Article 8, or the Tacoma Municipal Code Section 1.24.950.

Effective retroactive to the execution date of the Christie Agreement on December 10, 2024, the classification will transition from a 9 step pay range to a 5 step pay range, with an increase of 24 percent at top step. No additional wage increase will be applied to the classification in 2025. Employees will progress through the salary range consistent with Tacoma Municipal Code Section 1.12.030.

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: *Equity Index Score:* 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)
1. Do not approve execution of the Letter of Agreement	N/A	Unknown

EVALUATION AND FOLLOW UP:

Please include what performance measures and/or benchmarks you have identified that indicate success. Explain how you will follow up with staff and/or Council to report success or changes.

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to execute the Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Management Services Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

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