



RESOLUTION NO. 41123

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 two-year Collective Bargaining Agreement between the City and the
3 International Brotherhood of Electrical Workers, Local 483, Human
4 Resources Unit, consisting of 25 budgeted full-time equivalent positions,
5 effective retroactive to January 1, 2023, through December 31, 2024.

6 WHEREAS the City has, for years, adopted the policy of collective
7 bargaining between the various labor organizations representing employees and
8 the administration, and

9 WHEREAS this resolution allows for the execution of a two-year Collective
10 Bargaining Agreement (“CBA”) between the City and the International Brotherhood
11 of Electrical Workers, Local 483, Human Resources Unit (“Union”), on behalf of the
12 employees represented by said Union, and

13 WHEREAS the bargaining unit consists of approximately 25 budgeted,
14 full-time equivalent (“FTE”) positions, and

15 WHEREAS, retroactive to January 1, 2023, the CBA provides for a general
16 wage increase of 2.5 percent, a market-based wage adjustment of 8 percent for the
17 classification of Human Resources Assistant, and a market-based wage adjustment
18 of 5 percent for the classifications of Human Resources Specialist and Human
19 Resources Analyst, and

20 WHEREAS, effective January 1, 2024, the CBA provides for a general wage
21 increase of 2.75 percent, a market-based wage adjustment of 2 percent for the
22 classification of Human Resources Assistant, and a market-based wage adjustment
23 of 1 percent for the classifications of Human Resources Specialist and Human
24 Resources Analyst, and
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WHEREAS other changes include adding language to clarify alternate work schedules and work schedule adjustments, and updates to language in Article 11, relating to non-discrimination, and

WHEREAS it appears in the best interests of the City that the CBA negotiated by said Union and the City be approved; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the two-year Collective Bargaining Agreement between the City and the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit, consisting of 25 budgeted full-time equivalent positions, effective retroactive to January 1, 2023, through December 31, 2024, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney