



**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, Water Division Unit – June 7, 2022  
**DATE:** May 19, 2022

---

**SUMMARY AND PURPOSE:**

A resolution authorizing execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit, regarding a Water Treatment Plant Operator-in-Training program.

**BACKGROUND:**

The resolution authorizes execution of a Letter of Agreement negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Water Division Unit regarding a Water Treatment Plant Operator-In-Training program. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on May 25, 2022.

Tacoma Water wishes to provide the opportunity for qualified, skilled, and interested employees to receive the necessary training and development, in combination with their existing education and training, to become certified at the Water Treatment Plant Operator (WTPO) Level 2. This will require a significant investment on the part of Tacoma Water, and a significant commitment from any staff member selected for this opportunity.

Qualified and interested Tacoma Water employees, who have graduated the Tacoma Water apprenticeship program, may place their name on an interest list. Candidates selected for this opportunity would be temporarily placed in a Water Treatment Plant Operator-In-Training position and would be paid at 90 percent of the Water Treatment Plant Operator rate of pay. Tacoma Water will also reimburse 100 percent of the testing fees for successfully passed WTPO certification exams, as well as the annual fees from the State of Washington for maintenance of the achieved certification.

Employees who successfully complete the training program, secure the WTPO Level 2 Certification, and meet education and experience requirement to obtain a temporary WTPO Level 3 Certification would be eligible to compete for any vacant position in the Water Treatment Plant Operator classification, per Civil Service Rules. Applicants would be required to pass the WTPO Level 3 exam prior to completion of probation in the Water Treatment Plant Operator classification,

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Water Division 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, Water Division Unit.

**FISCAL IMPACT:**

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