



**TO:** Elizabeth Pauli, City Manager

**FROM:** Karen Short, Senior Human Resources Analyst  
Gary Buchanan, Director, Human Resources  
Dylan Carlson, Senior Labor Relations Manager  
Bill Fosbre, City Attorney

**COPY:** City Council and City Clerk

**SUBJECT:** Resolution - Authorize execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Power Unit – April 7, 2020.

**DATE:** March 13, 2020

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**SUMMARY:**

A resolution authorizing the execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

**STRATEGIC POLICY PRIORITY:**

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

**BACKGROUND:**

The resolution will authorize execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit.

Due to changes in technology and in an effort to ensure our training programs are providing candidates with the most relevant and up to date information to be successful at the City of Tacoma and Tacoma Power, the Parties, in conjunction with the Joint Apprenticeship and Training Committee, have agreed to update the Systems Power Dispatcher Candidate program.

The Letter of Agreement provides for the elimination of Step 1 of the pay scale of Systems Power Dispatcher Candidate (CSC 5119), as negotiated with IBEW, Local 483, Tacoma Power Unit, and the Joint Apprenticeship Training Committee (JATC), effective retroactive to January 24, 2020.

**ISSUE:**

Authorization is required to execute the Letter of Agreement as negotiated with the bargaining unit on behalf of the employees represented by the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve the legislation.

**FISCAL IMPACT:**

Expenditures are the responsibility of each department for their respective employees. Department Directors will be responsible for adhering to their overall level of appropriation.