



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Human Resources Senior Analyst
Gary Buchanan, Human Resources Director
Kari L Louie, Benefits Manager

COPY: City Council and City Clerk

SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit – February 6, 2018

DATE: January 23, 2018

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining 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 2017-2021 Collective Bargaining Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on January 24, 2018. There are currently 323.59 full-time, budgeted positions in the bargaining unit, with 24 FTE assigned within General Government and 299.59 FTE within Tacoma Public Utilities.

The agreement covers four years, and provides for a wage increase in each year of the agreement. Effective April 1, 2017, wages will increase retroactively by 2.5 percent. An employee whose pay scale was reduced as the result of a market study in 2013, and who remains redlined after this increase, will be eligible for a lump sum payment of \$750. Effective April 1st of 2018 and 2019, wages shall increase by 3 percent. Effective April 1, 2020, wages shall increase by an amount equal to 100 percent of the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma-Bellevue, measured from June 2018 to June 2019, with a minimum increase of 2.25 percent and a maximum increase of 3.5 percent.

Other changes to the agreement include clarification of timelines in the grievance article; clarification of how overtime is to be distributed and/or assigned by workgroup; increases to the application of rate for employees assigned to the “trouble crew” from 6 percent to 7 percent, and an increase to the application of rate paid for a Senior Line or Senior Wire Electrician assigned as “Coordinator” from 3 percent to 5 percent; the inclusion of employees in the classification of Senior Signal & Lighting Electrician into the rotation for standby assignments; and adding standard language regarding time off and benefits to Appendix B.

ISSUE:

Authorization is required to execute the Collective Bargaining 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:

Fiscal impact has been provided by the Management Services Office.