



**TO:** T.C. Broadnax, City Manager  
**FROM:** Karen Short, Human Resources Senior Analyst  
Joy St. Germain, Director, Human Resources  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution - Authorize execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit – April 5, 2016  
**DATE:** March 10, 2016

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**SUMMARY:**

A resolution authorizing execution of a Collective Bargaining Agreement negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers (IBEW), Local 483, Custodial and Building Maintenance 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 as negotiated with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit.

**BACKGROUND:**

The resolution with authorize execution of a 2016-2019 collective bargaining agreement negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit. The agreement covers approximately 26 budgeted full time equivalent (FTE) positions, with 21 positions located within Tacoma Public Utilities, and 5 positions located within General Government Departments. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on March 23, 2016.

The agreement will cover four years, 2016-2019, and provides for a 2 percent wage increase in each year of the agreement. A wage increase of 2 percent retroactive to January 1, 2016; and a wage increase of 2 percent effective January 1 of each subsequent year, 2017, 2018 and 2019.

Other language changes were made in articles of the contract on Discipline, Non-Discrimination, Grievance Procedure, Temporary Vacancies, Selection of Personnel and Hours of Work. It incorporates a previous Letter of Understanding regarding the process for determining set ups at TPU into the agreement, and provides language regarding a bid process for TPU Custodians for scheduled overtime, and how overtime opportunities are to be assigned. It also moves contract language related to 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, Custodial and Building Maintenance Unit.

**RECOMMENDATION:**

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

**FISCAL IMPACT:**

Fiscal Impact information is provided by the Management Services Office.