



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Human Resources Senior Analyst
Bill Fosbre, City Attorney
Gary Buchanan, Human Resources Director
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, Local 483, Click! Unit – August 21, 2018

DATE: July 27, 2018

SUMMARY:

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

BACKGROUND:

The resolution will authorize execution of a Letter of Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Click! Unit. The Letter of Agreement is scheduled for consideration by the Public Utility Board on August 8, 2018. The collective bargaining agreement covers approximately 59 full-time, budgeted positions in the bargaining unit assigned within Tacoma Public Utilities, and was adopted by City Council Resolution 39997 on April 24, 2018.

The Letter of Agreement provides that the classified classification of Sales & Service Representative, Lead (CSC 5512) will be voluntarily recognized as incorporated into and covered by the terms and conditions of the collective bargaining agreement with IBEW, Local 483, Click! Unit. There is currently one employee in the classification. The Letter of Agreement also provides for a 0.6 percent wage increase; reduces the number of steps in the pay range from 21 steps to 5 steps; provides for the placement of the employee within the new pay range; and a one-time, lump sum payment of \$3,500.

ISSUE:

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