



RESOLUTION NO. 40791

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 three-year Collective Bargaining Agreement between the City and the
3 International Brotherhood of Electrical Workers, Local 483, Clerical Unit,
4 consisting of 181 budgeted full-time equivalent positions, retroactive to
5 January 1, 2021, through December 31, 2023.

6 WHEREAS the City has, for years, adopted the policy of collective
7 bargaining between the various labor organizations representing employees and
8 the administration, and

9 WHEREAS this resolution allows for the execution of a three-year
10 Collective Bargaining Agreement (“CBA”) between the City and the International
11 Brotherhood of Electrical Workers, Local 483, Clerical Unit (“Union”), on behalf of
12 the employees represented by said Union, and

13 WHEREAS the bargaining unit consists of approximately 181 budgeted,
14 full-time equivalent (“FTE”) positions, and

15 WHEREAS the CBA provides for a general wage increase of 1 percent,
16 retroactive to January 1, 2021; a general wage increase of 1 percent, effective
17 January 1, 2022; a general wage increase of 1 percent, effective July 1, 2022;
18 and effective January 1, 2023, a general wage increase equal to 100% of the
19 increase in the Consumer Price Index for Urban Wage Earners and Clerical
20 Workers (CPI-W), Seattle-Tacoma-Bellevue Area, all items, measured from
21 June 2021 to June 2022, with a minimum increase of 2 percent and a maximum
22 increase of 3 percent, and

23 WHEREAS, in addition to the general wage increases above, the following
24 market rate adjustments shall be applied:
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Market Adjustments				
Code	Classification	January 1, 2021	January 1, 2022	January 1, 2023
0006	Office Assistant	3.0%	2.0%	2.0%
0504	Financial Assistant	3.0%	2.0%	2.0%
0508	Accountant	4.0%	4.0%	2.0%
0514	Accountant, Senior	4.0%	4.0%	2.0%
0547	Retirement Specialist	3.0%	2.0%	2.0%
0737	Administrative Assistant	3.0%	2.0%	2.0%
1140	Public Disclosure Specialist	4.0%	3.0%	2.0%
1141	Public Disclosure Analyst	5.0%	5.0%	2.0%

and

WHEREAS other changes include: (1) language changes to Article 9, clarifying discipline timelines used in the investigation and discipline process; (2) language changes to Article 12, providing that Human Resources will provide notice to employees covered by the CBA when a new list is being created for their classification; (3) language changes to Article 14, clarifying that, should a dispute arise when employees are either bidding on work shifts, or for vacation requests, the senior employee will have preference, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of May 26, 2021, and

WHEREAS it appears in the best interests of the City that the CBA negotiated by said Union and the City be approved; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and the International Brotherhood of Electrical Workers, Local 483, Clerical Unit, effective



1 retroactive to January 1, 2021, through December 31, 2023, said document to be
2 substantially in the form of the agreement on file in the office of the City Clerk.

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4 Adopted _____

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Mayor

7 Attest:

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City Clerk

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11 Approved as to form:

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Deputy City Attorney

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15 Requested by Public Utility Board
16 Resolution No. U-11254

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