



## RESOLUTION NO. 39520

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 four-year Collective Bargaining Agreement between the City and the  
3 International Brotherhood of Electrical Workers, Local 483, Clerical Unit,  
4 effective retroactive to January 1, 2016, through December 31, 2019.

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

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

11 WHEREAS the bargaining unit consists of approximately 167.3 budgeted,  
12 full-time equivalent (“FTE”) positions, with 119.3 FTEs assigned to General  
13 Government and 48 FTEs assigned to Tacoma Public Utilities, and

14 WHEREAS the CBA will provide for a wage increase of 1.1 percent  
15 retroactive to January 1, 2016; a wage increase of 2 percent effective January 1,  
16 2017; a wage increase of 2 percent effective January 1, 2018; and a wage  
17 increase of 2 percent effective January 1, 2019, and

18 WHEREAS, for any year of the agreement where an employee’s base  
19 wage remains redlined after the wage increase is applied, the employee shall  
20 receive a one-time lump sum payment in the amount of \$500; and, further, any  
21 employee in active status as of the date of Union ratification of the agreement

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shall receive a one-time lump sum payment of \$900 in addition to the 2016 wage increase, and

WHEREAS other changes include: (1) a change in title for the classification of Benefit Specialist (Retirement) to Retirement Specialist; (2) agreement that unused compensatory time off will be paid out to employees at the end of the year in which it is earned, beginning December 31, 2016; and (3) moving the contract language relating to employee time off and benefits to Appendix B, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of August 10, 2016, 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 four-year Collective Bargaining Agreement between the City and the International Brotherhood of Electrical Workers, Local 483, Clerical Unit, effective retroactive



1 to January 1, 2016, through December 31, 2019, 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

6 Attest:

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\_\_\_\_\_ City Clerk

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10 Approved as to form:

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\_\_\_\_\_ Deputy City Attorney

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14 Requested by Public Utility Board  
15 Resolution No. U-10869

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