



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Senior Human Resources Analyst, Human Resources
Gary Buchanan, Director, Human Resources
Kari L. Louie, Senior Compensation & Benefits Manager, Human Resources
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COPY: City Council and City Clerk

SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Customer & Field Services Unit – November 12, 2019

DATE: October 16, 2019

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit, effective retroactive to January 1, 2019 through December 31, 2021.

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, Customer and Field Services Unit.

BACKGROUND:

The resolution will authorize the execution of a three-year Collective Bargaining Agreement (CBA) negotiated with the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit. The agreement covers approximately 157 budgeted, full-time positions, 122 within Tacoma Public Utilities and 35 within General Government, and has been scheduled for consideration by the Public Utility Board as a Resolution on October 23, 2019.

The collective bargaining agreement provides for a wage increase in each year of the agreement. Retroactive to January 1, 2019, base wage rates will increase 3 percent. Effective January 1, 2020, base wage rates increase by 3 percent, and effective January 1, 2021, base wage rates will increase by 2.5 percent.

Other changes in the agreement include: reducing the number of steps in the pay range for the classification of Warehouse Supervisor from five steps to three steps, and a change in the overtime designation to provide that the position will become eligible for overtime pay; the addition of a new Step 4 to the pay range for Customer Service Representative, Lead, the elimination of the Work Force Coordinator application of rate, and the addition of a new classified classification to be titled Workforce Coordinator with the pay range set to mirror Customer Service Representative, Lead; and language to provide for an annual maximum reimbursement for required safety footwear of up to \$150.00 for specific TPU Field Operations Staff.

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, Customer and Field Services 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.