



**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, Clerical Unit – August 23, 2016  
**DATE:** July 29, 2016

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**SUMMARY:**

A resolution authorizing the execution of a Collective Bargaining Agreement negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Clerical 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, Clerical Unit.

**BACKGROUND:**

The resolution will authorize execution of a 2016-2019 collective bargaining agreement negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Clerical Unit. The agreement covers approximately 167.3 budgeted full time equivalent (FTE) positions, with 119.3 FTE assigned within General Government and 48 FTE within Tacoma Public Utilities. The agreement was approved by Public Utility Board as a resolution on August 10, 2016.

The agreement covers four years, and provides for a wage increase in each year of the agreement. A wage increase of 1.1 percent retroactive to January 1, 2016; and a wage increase of 2 percent effective each January 1 of years 2017, 2018 and 2019. In any year of the agreement where an employee’s base wage remains redlined after the wage increase is applied, the employees shall receive a one-time lump sum payment in the amount of \$500. In addition, any employee who is in an active status as of the date of Union ratification of the agreement shall receive a one-time, lump sum payment of \$900 in addition to the 2016 wage increase.

Other changes to the agreement include a change in title for the classification of Benefit Specialist (Retirement) to Retirement Specialist; agreement that unused compensatory time off will be paid out to employees at the end of the year in which is earned beginning December 31, 2016; and moving the contract language related to employee 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, Clerical 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 Budget Office.