



RESOLUTION NO. 39946

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 three-year Collective Bargaining Agreement between the City and
3 International Brotherhood of Electrical Workers, Local 483, Human
4 Resources Unit, effective retroactive to January 1, 2017, through
5 December 31, 2019.

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 Collective
10 Bargaining Agreement ("CBA") between the City and International Brotherhood of
11 Electrical Workers, Local 483, Human Resources Unit ("Union"), on behalf of the
12 employees represented by said Union, and

13 WHEREAS the bargaining unit consists of approximately 19 budgeted,
14 full-time equivalent positions, and

15 WHEREAS, effective retroactive to April 1, 2017, pay ranges will be moved
16 to a five-step system, and will increase by 2 percent for the classifications of
17 Human Resources Analyst and Human Resources Specialist, with a 5 percent
18 increase for the classification of Human Resources Assistant; effective retroactive
19 to January 1, 2018, wages will be increased by 2.5 percent for the classifications of
20 Human Resources Analyst and Human Resources Specialist, and by 4 percent for
21 the classification of Human Resources Assistant; and effective January 1, 2019,
22 wages will be increased by 2.75 percent for all classifications, and

23 WHEREAS other changes include: (1) employees in the classification of
24 Human Resources Specialist will be classified as Class A, overtime eligible, upon
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implementation of the CBA; and (2) retroactive to April 1, 2017, all classifications will be eligible for longevity pay, 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 International Brotherhood of Electrical Workers, Local 483, Human Resources Unit, effective retroactive to January 1, 2017, through December 31, 2019, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney