



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Shelby Fritz, Director, Human Resources
Kari Louie, Senior Compensation & Benefits Manager
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors’ Unit – September 21, 2021
DATE: August 30, 2021

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors’ Unit, for a mid-term wage adjustment for the classifications of Traffic Field Operations Supervisor and Fire Electrical Maintenance Supervisor.

BACKGROUND:

The resolution recommends adoption of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors’ Unit, to provide for a mid-term wage adjustment for the classifications of Traffic Field Operations Supervisor and Fire Electrical Maintenance Supervisor, retroactive to April 1, 2021.

Earlier this year, the parties agreed to a one-year collective bargaining agreement that included a “Me Too” provision for the classifications of Traffic Field Operations Supervisor, and Fire Electrical Maintenance Supervisor which would provide for an increase equal to the amount of the increase provided to classifications that they supervise, and covered by the agreement with the IBEW 483, Tacoma Power Unit. The intent of the provision is to ensure the City avoids any potential compression issues between them and the classifications within the Tacoma Power Unit.

The Traffic Field Operations Supervisor and Fire Electrical Maintenance Supervisor will each receive a 9 percent market-based wage adjustment, retroactive to April 1, 2021.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Letter of Agreement has been reached with the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors’ Unit, and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.



ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Letter of Agreement	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to authorize execution of the Letter of Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors' Unit.

FISCAL IMPACT:

Fiscal impact information will be provided by the Office of Management and Budget. Department Directors will be responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

Yes

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City's FTE/personnel counts?

No

ATTACHMENTS:

- Letter of Agreement
- Fiscal Impact Memorandum