



**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 Collective Bargaining Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Customer and Field Services Unit – June 7, 2022  
**DATE:** May 19, 2022

---

**SUMMARY AND PURPOSE:**

A resolution authorizing execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit, effective retroactive from January 1, 2022 through December 31, 2024.

**BACKGROUND:**

The resolution authorizes execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Customer & Field Services Unit, effective retroactive from January 1, 2022 through December 31, 2024. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on May 25, 2022.

The collective bargaining agreement covers approximately 31 full-time equivalent (FTE) positions located within General Government, 123.2 FTE positions within Tacoma Public Utilities, and provides for a wage increase in each year of the agreement. Effective January 1, 2022, all bargaining unit classifications will receive a general wage adjustment of 2.25 percent. In addition, the classifications of Mail & Stock Processor (CSC 0018) and Meter Reader (CSC 0601) will receive a market-based wage adjustment of 2.5 percent; and the classification of Senior Mail & Stock Processor (CSC 0012) will be adjusted by approximately 1.5 percent to align the classification to 10 percent above Mail & Stock Processor. Effective January 1, 2023 all bargaining unit classifications will receive a 2.5 percent general wage adjustment, and effective January 1, 2024, will receive a 2.75 percent general wage adjustment.

Other changes to the agreement include an increase to the amount paid annually for reimbursement of up to two pairs of safety shoes from \$150 to \$200 per pair for TPU Field Operation employees, and reimbursement for one pair for Mail & Stock Processors and Senior Mail & Stock Processors. In addition, the City and IBEW Local 483 have jointly submitted a Unit Clarification petition to the Public Employment Relations Commission proposing to transfer the classification of Warehouse Supervisor from the 483 Customer & Field Services bargaining unit to the 483 Supervisors' bargaining unit, where it shares a stronger community of interest. Consequently, by agreement of the City and Local 483, the Warehouse Supervisor classification no longer appears in the 483 Customer & Field Services agreement.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services 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 Collective Bargaining 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 Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit.

**FISCAL IMPACT:**

Fiscal impact information is provided by the Management Services Office. 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:**

- Collective Bargaining Agreement
- Fiscal Impact Memorandum