



## RESOLUTION NO. 41712

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 four-year Collective Bargaining Agreement between the City and the  
3 International Brotherhood of Electrical Workers, Local 483, Tacoma Power  
Unit, retroactive to April 1, 2024, through March 31, 2028.

4 WHEREAS the City has, for years, adopted the policy of collective  
5 bargaining between the various labor organizations representing employees and  
6 the administration, and

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8 WHEREAS this resolution allows for the execution of a four-year Collective  
9 Bargaining Agreement ("CBA") between the City and the International Brotherhood  
10 of Electrical Workers, Local 483, Tacoma Power Unit ("Union"), on behalf of the  
11 employees represented by said Union, and

12 WHEREAS the bargaining unit consists of approximately 342.84 budgeted,  
13 full-time equivalent ("FTE") positions located within Tacoma Public Utilities, and

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15 WHEREAS the CBA will provide for a general wage increase retroactive to  
16 April 1, 2024, of 2.75 percent and also includes market based wage adjustments  
17 by classification of between 2.25 and 16.9 percent; effective retroactive to April 1,  
18 2025, a general wage increase for all classifications of 2.75 percent and a market  
19 adjustment of .85 percent; and effective April 1, 2026, and April 1, 2027, a general  
20 wage increase to be based on an amount equal to one hundred percent of the  
21 increase of the Seattle/Tacoma/Bellevue Consumer Price Index for Urban Wage  
22 Earners and Clerical Workers, June index, as published by the Bureau of Labor  
23 Statistics, with a minimum of 3 percent, and a maximum of 6 percent, and  
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WHEREAS other changes include: (1) Changes to the language regarding discipline; reducing the timeframe for unpaid disciplinary suspensions to be grieved by the employee, from five-days to three-days; establishing that the City has six months from the date of an incident to provide discipline to an employee; and providing an increase from ten working days to 15 working days to provide a response at each step of the grievance process; (2) Effective April 1, 2026, an increase in the employee wage rate deferral from \$0.25 to \$0.50 per hour made as a City contribution to a Retirement Health Savings account for eligible employees; contributions on overtime shall be \$0.75 per hour for time and one-half and \$1.00 per hour for double time; (3) Title changes for Wynoochee Project Maintenance Technician to Wynoochee Project Operations/Maintenance Technician, Systems Power Dispatcher to Power System Operator, and Systems Power Dispatcher Candidate to Power System Operator Candidate; (4) A change to the overtime designation for the classification of Tool and Equipment Room Coordinator from overtime category A (time and one have for overtime hours worked) to overtime category C (double-time for overtime hours worked); (5) An increase to the daily rate for employees assigned to report directly to the South Service Center from \$10 to \$22 per day for the first twenty days of their assignment; (6) An increase from \$10 to \$22 per day for Transmission and Distribution Section employees when required to report to the Tacoma Municipal Building or Tacoma Power's North Service Center for using their personal vehicle for travel to off-site locations for training classes or meetings; (7) An increase to the annual clothing allowance from four hours to five hours of pay at the Line Electrician straight-time rate, for



1 applicable classifications; (8) Language modifying the annual clothing allowance for  
2 a Telecommunications Utility Worker and Network Construction Technician to \$400,  
3 or five hours at the Line Electrician rate of pay, whichever is greater; (9) An annual  
4 boot allowance for applicable classifications equivalent to four hours of the Line  
5 Electrician straight-time rate, for applicable classifications; (10) An increase to the  
6 annual safety related footwear allowance for a Telecommunications Utility Worker  
7 and Network Construction Technician from \$150 to four hours at the Line  
8 Electrician rate of pay; (11) An increase from 6.5 percent to 7.5 percent for a  
9 Hydroelectric Mechanic, Hydroelectric Electrician assigned to oversee the work of  
10 two or more contract employees; or when designated as a lead worker; (12) An  
11 increase from 14.25 percent 16.48 percent over the base rate of pay for an  
12 employee assigned as a Senior Electrical Meter and Relay Technician;  
13 (13) Modifying the pay range for a Power System Operator Candidate to provide  
14 that upon completion of Step 3 will be advanced to Step 4 and have four months,  
15 reduced from six months, to obtain the North American Electric Reliability  
16 Corporation (NERC) certification; and (14) Adding a new application of rate of  
17 five percent for hours worked by a Line Electrician, Senior Line Electrician, Wire  
18 Electrician, or Senior Line Electrician, when assigned to asbestos work, and from  
19 25 percent to 27.23 percent for an employee assigned as the Assistant Supervisor  
20 Electrical Meter and Relay Technician; and (13) Adding a new application of rate of  
21 five percent for hours worked by a Line Electrician, Senior Line Electrician, Wire  
22 Electrician, or Senior Line Electrician, when assigned to asbestos work, and  
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1 WHEREAS the CBA was considered and approved by the Public Utility  
2 Board at its meeting of June 25, 2025, and

3 WHEREAS it appears in the best interests of the City that the CBA  
4 negotiated by said Union and the City be approved; Now, Therefore,  
5

6 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

7 That the proper officers of the City are hereby authorized to execute the  
8 four-year Collective Bargaining Agreement between the City and the International  
9 Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit, effective  
10 retroactive to April 1, 2024, through March 31, 2028, said document to be  
11 substantially in the form of the agreement on file in the office of the City Clerk.  
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14 Adopted \_\_\_\_\_

15 \_\_\_\_\_  
16 Mayor

17 Attest:

18 \_\_\_\_\_  
19 City Clerk

20 Approved as to form:

21 \_\_\_\_\_  
22 Deputy City Attorney

23  
24 Requested by Public Utility Board  
25 Resolution No. U-11537  
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