



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Director, Human Resources
Karen Short, Human Resources Senior Analyst
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit – December 1, 2015
DATE: November 12, 2015

SUMMARY:

A resolution authorizing execution of a Collective Bargaining Agreement negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers (IBEW), Local 483, Customer and Field Services 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, Customer and Field Services Unit.

BACKGROUND:

The resolution will provide authorization for the execution of the Collective Bargaining Agreement negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit. The agreement covers approximately 146 budgeted, full-time equivalent positions, with 28 positions within General Government and the remaining 118 within Tacoma Public Utilities. The agreement is scheduled for consideration by the Public Utility Board as a resolution on November 18, 2015.

The agreement is for four years, 2015 – 2018, and provides for a wage increase effective January 1, 2015, of 1.25 percent, with active employees as of the date of ratification of the agreement receiving a one-time lump sum payment of \$500 in addition to the wage increase. For 2016, wages will be increased by 1.1 percent and employees will receive a \$750 lump sum payment in addition to the wage increase. Effective January 1, 2017, and January 1, 2018, wages will increase by 2 percent.

Other provisions of the agreement include an increase to the application of rate provided for a Field Investigator when assigned to training functions, from 5 percent to 10 percent; and the application of rate language for Workforce Coordinator was rolled into the contract language from a Letter of Agreement.

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, Customer and Field Services 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 Management Services Office.