



**TO:** Elizabeth Pauli, City Manager

**FROM:** Karen Short, Senior Human Resources Analyst  
Gary Buchanan, Director, Human Resources  
Dylan Carlson, Senior Labor Relations Manager  
Bill Fosbre, City Attorney

**COPY:** City Council and City Clerk

**SUBJECT:** Resolution - Authorize execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Power Unit – April 7, 2020.

**DATE:** March 13, 2020

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**SUMMARY:**

A resolution authorizing the execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power 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 for employees represented by the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

**BACKGROUND:**

The resolution will authorize execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit.

The Letter of Agreement provides for the creation of a new classification to be titled Electrician, Lead (CSC 5237). The position will be classified, overtime category C, and have a one-step, hourly rate of \$45.88, set at 10 percent above the current rate of pay of the Electrician (CSC 5236) classification.

The Letter of Agreement provides for the elimination of Step 1 of the pay scale of the current Heating/AC Maintenance Mechanic Supervisor (CSC 5145) classification, due to compression and for clarification.

In addition, the Letter of Agreement agrees to amendments to Article 9.1 of the collective bargaining agreement to clarify to how temporary upgrades will be offered and how upgraded employees will compensated.

**ISSUE:**

Authorization is required to execute the Letter of Agreement as negotiated with the bargaining unit on behalf of the employees represented by the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve the legislation.

**FISCAL IMPACT:**

Expenditures for new classifications created are the responsibility of each department for their respective employees. Department Directors will be responsible for adhering to their overall level of appropriation.