



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
 Karen Short, Senior Human Resources Consultant
 Shelby Fritz, Director, Human Resources
 Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit – March 26, 2024
DATE: March 1, 2024

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit, effective January 1, 2023, through December 31, 2025.

BACKGROUND:

The resolution will authorize the execution of a Collective Bargaining Agreement (CBA) as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit, effective January 1, 2023, through December 31, 2025.

The three-year agreement covers approximately 48 budgeted, full-time equivalent positions and includes wage increases in each year of the agreement. Retroactive to January 1, 2023, a wage increase of 2.5 percent will be provided; and effective January 1, 2024, and January 1, 2025, a wage increase of 2.75 percent will be provided. The agreement also provides for the following market-based wage adjustments to be provided by classification as follows:

Classification	January 1, 2023	January 1, 2024	January 1, 2025
Environmental Systems Tech	1.75%	2.50%	2.50%
Landfill Gas Systems Operator	1.75%	2.50%	2.50%
WWTP Electrician/Instrumentation Tech	3.00%	5.00%	2.75%
WWTP Operator	3.50%	4.00%	3.00%
WWTP Operator, Senior	4.00%	4.50%	2.50%

In addition, for Biosolids Coordinator, in acknowledgement of; 1) making Certifications required; 2) incorporating the certification pay into the base rate of pay in 2024; and 3), eliminating additional certification pay described in Section 14.1.C; the City will provide additional adjustments as follows.

Classification	January 1, 2023	January 1, 2024	January 1, 2025
Biosolids Coordinator	1.75%	2.5% + 5.0%	2.50%

Other changes to the agreement include language changes in the article on Union Membership and Dues to confirm with the Janus decision; language clarifying employee upgrades, and pay for time worked on a holiday and holiday scheduling; a certification incentive of 2 percent for a Wastewater Treatment Plan Operator holding a WWTP Operator 2 certification; language that



requires a Biosolids Coordinator to complete two certifications prior to advancing to Step 5; and providing language to allow employees to combine their 2, 15-minute rest breaks with their 30-minute meal break, as long as the practice does not result in operational inefficiency.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control 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 execute the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

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



City of Tacoma

City Council Action Memorandum

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

No

ATTACHMENTS:

Collective Bargaining Agreement

Fiscal Impact Memorandum