



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 Letter of Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit – September 21, 2021
DATE: August 30, 2021

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Letter of Agreement to extend the terms and conditions of the collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit, effective retroactive from April 1, 2021, through March 31, 2024.

BACKGROUND:

The resolution recommends adoption of a Letter of Agreement to extend the terms and conditions of the collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit. The agreement is for three years, and covers approximately 312.25 full-time equivalent (FTE), budgeted positions, with approximately 285.25 FTE located within Tacoma Public Utilities. The Letter of Agreement will be scheduled for consideration by the City Council as a resolution on September 21, 2021.

The Agreement provides for a market-based wage adjustment and general wage increase effective retroactive to April 1, 2021; and pay increases effective in 2022 and 2023 by classification as follows:

Code	Job Title	4/1/2021 Market	4/1/2021 General	4/1/2022 2% General 1.5% Market	4/1/2023 2% General 1.5% Market
4122	Communications System Technician I	7%	1%	3.5%	3.5%
4120	Communications System Technician II	7%	1%	3.5%	3.5%
4121	Communications System Technician III	7%	1%	3.5%	3.5%
5004	Craft Helper	2%	1%	3.5%	3.5%
2125	Electrical Inspector	3%	1%	3.5%	3.5%
5230	Electrical Meter/Relay Technician	10%	1%	3.5%	3.5%
5239	Electrical Trainee	6%	1%	3.5%	3.5%
5240	Electrical Worker	6%	1%	3.5%	3.5%
5236	Electrician	2%	1%	3.5%	3.5%
0623	Energy Services Representative	2%	1%	3.5%	3.5%
6008	Facilities Maintenance Mechanic	3%	1%	3.5%	3.5%
6009	Facilities Maintenance Mechanic, Lead	3%	1%	3.5%	3.5%
5270	Fire Maintenance Electrician	9%	1%	3.5%	3.5%
5145	Heating/AC Maintenance Mechanic Supervisor	3%	1%	3.5%	3.5%
5132	Hydro Project Electrician	11%	1%	3.5%	3.5%
5301	Hydro Project Mechanic	11%	1%	3.5%	3.5%
5056	Hydro Utility Worker	11%	1%	3.5%	3.5%
5253	Line Clearance Tree Trimmer	13%	1%	3.5%	3.5%
5254	Line Clearance Tree Trimmer, Senior	13%	1%	3.5%	3.5%



Code	Job Title	4/1/2021 Market	4/1/2021 General	4/1/2022 2% General 1.5% Market	4/1/2023 2% General 1.5% Market
5255	Line Electrician	15%	1%	3.5%	3.5%
5257	Line Electrician, Senior	15%	1%	3.5%	3.5%
5256	Line Equipment Operator	10%	1%	3.5%	3.5%
5540	Network Construction Technician	5%	1%	3.5%	3.5%
5275	Signal & Light Electrician	9%	1%	3.5%	3.5%
5274	Signal & Lighting Electrician, Senior	9%	1%	3.5%	3.5%
5116	Substation Operator, Senior	14%	1%	3.5%	3.5%
5120	Systems Power Dispatcher	15%	1%	3.5%	3.5%
5516	Telecommunications Utility Worker	2%	1%	3.5%	3.5%
5238	Tool & Equipment Room Coord	5%	1%	3.5%	3.5%
5252	Transmission & Distribution Arborist	13%	1%	3.5%	3.5%
5003	Transmission & Distribution Flagger*	13%	1%	3.5%	3.5%
0617	Utility Service Specialist	2%	1%	3.5%	3.5%
5245	Wire Electrician	16.85%	1%	3.5%	3.5%
5246	Wire Electrician, Senior	17.13%	1%	3.5%	3.5%
5302	Wynoochee Project Maintenance Technician	11%	1%	3.5%	3.5%

The agreement also provides for the deletion of the classification of Senior Hydro Utility Worker, as it is no longer needed.

Other changes to the agreement include changes to language in the preamble as it relates to workplace equity and anti-racism initiatives; updates to Section 10.2 Non-Discrimination; and updates to Article 11 regarding benefits that are provided under the collective bargaining agreement with the Tacoma Joint Labor Committee; and clarifying language for the application of rate for a Hydro Utility Worker when assigned as a Lead worker.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power 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 Letter of 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 Letter of Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit.

FISCAL IMPACT:

Fiscal impact information will be provided by the Office of Management and Budget. 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:

- Letter of Agreement
- Fiscal Impact Memorandum