



**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 of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit – December 1, 2015  
**DATE:** November 12, 2015

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**SUMMARY:**

A resolution authorizing execution of a Letter of Agreement negotiated between the City of Tacoma and 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 as negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

**BACKGROUND:**

The resolution will provide authorization for the execution of a Letter of Agreement negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Tacoma Power. The agreement is scheduled for consideration by the Public Utility Board as a resolution on November 18, 2015.

The Letter of Agreement will create a new classified title of Communications System Technician I. The classification will be represented by the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit, and will be overtime category C (double time compensation for overtime worked). The classification will be subject to all work rules and provisions of the current collective bargaining agreement with IBEW, Tacoma Power, and will be added to the list of classifications that are eligible for a clothing allowance, as provided in Section 13.18. It is both parties intent that the classification be incorporated into the next successor collective bargaining agreement.

In addition to creating the new title, agreement provides for changes in title for the classifications of Communications Systems Technician (CSC 4120), to Communications Systems Technician II and Senior Communications Systems Technician (CSC 4121), to Communications Systems Technician III.

**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:**

There is no fiscal impact for this request.