



RESOLUTION NO. 41051

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 Letter of Agreement and a four-year Collective Bargaining Agreement
3 between the City and the International Brotherhood of Electrical Workers,
4 Local 483, Supervisors' Unit, effective retroactive to January 1, 2022,
5 through December 31, 2025.

6 WHEREAS the City has, for years, adopted the policy of collective
7 bargaining between the various labor organizations representing employees and
8 the administration, and

9 WHEREAS this resolution allows for the execution of a four-year Collective
10 Bargaining Agreement ("CBA") between the City and the International Brotherhood
11 of Electrical Workers ("IBEW"), Local 483, Supervisors' Unit ("Union"), on behalf of
12 the employees represented by said Union, as well as a Letter of Agreement
13 between the City and Union, and

14 WHEREAS bargaining unit consists of approximately 14 budgeted, full-time
15 equivalent positions, and

16 WHEREAS, effective retroactive to January 1, 2022, the CBA provides a
17 general wage increase of 2.25 percent to all classifications, and includes the
18 following market-based wage adjustments: 1 percent for Fire Electrical
19 Maintenance Supervisor and Traffic Field Operations Supervisor; 1.75 percent for
20 Solid Waste Collection Supervisor; 2 percent for Biosolids Supervisor; 5 percent for
21 Warehouse Supervisor; and 4 percent for Customer Accounts Supervisor, and

22 WHEREAS, effective January 1, 2023, the CBA provides a general wage
23 increase of 2.50 percent to all classifications, and a market-based wage adjustment
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of 1 percent for the Fire Electrical Maintenance Supervisor and Traffic Field
1 Operations Supervisor classifications, and

2 WHEREAS, effective January 1, 2024, and January 1, 2025, the CBA
3 provides general wage increases of 2.75 percent to all classifications; and

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5 WHEREAS other changes include: (1) the addition of language regarding
6 wage adjustments that may be needed to avoid salary compression for the
7 Biosolids Supervisor and Solid Waste Collection Supervisor and the classifications
8 that they supervise; and (2) the incorporation of the Juneteenth holiday into the
9 agreement, and

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11 WHEREAS the Letter of Agreement provides for the transfer of
12 representation for the classification of Warehouse Supervisor from the IBEW Local
13 483, Customer and Field Services Unit, into the IBEW Local 483, Supervisors' Unit,
14 and

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16 WHEREAS the agreements were considered and approved by the Public
17 Utility Board at its meeting of October 12, 2022, and

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19 WHEREAS it appears in the best interests of the City that the CBA and the
20 Letter of Agreement negotiated by said Union and the City be approved; Now,
21 Therefore,

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BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the four-year Collective Bargaining Agreement between the City and the International Brotherhood of Electrical Workers, Local 483, Supervisor’s Unit, effective retroactive to January 1, 2022, through December 31, 2025, said documents to be substantially in the form of the agreements on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

Requested by Public Utility Board
Resolution No. U-11349