



City of Tacoma

City Council Action Memorandum

**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Senior Labor Relations Manager  
Karen Short, Senior Human Resources Analyst, Human Resources  
Gary Buchanan, Director, Human Resources  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize the execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit – November 24, 2020  
**DATE:** November 6, 2020

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**SUMMARY AND PURPOSE:**

A resolution authorizing the execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit, regarding clarification of holiday pay for employees.

**BACKGROUND:**

The resolution will authorize the execution of the Letter of Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit, to provide that employees working on an actual holiday should receive the appropriate holiday pay, rather than when the holiday is observed.

The Letter of Agreement provides clarification on the actual holidays when employees will be paid holiday premium pay.

**COMMUNITY ENGAGEMENT / CUSTOMER RESEARCH:**

The Letter of Agreement has been discussed with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit.

**2025 STRATEGIC PRIORITIES:**

**Equity and Accessibility:**

Identify which Tacoma 2025 strategic goals your legislation most relates to, and then identify the [Equity Index Score](#) for those goals in the geography your proposal will affect. Select the indicator(s) this legislation is most related to, then briefly explain how this legislation will impact the selected indicator(s) and/or improve the Equity Index Score. *Use the dropdowns below and refer to guide for more information.*



**Economy/Workforce:** *Equity Index Score:* 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, Local 483, Water Pollution Control Unit.

**FISCAL IMPACT:**

There is no known fiscal impact. Department Directors will be responsible for adhering to their overall levels of appropriation.

Fund Number & Name	COST OBJECT (CC/WBS/ORDER)	Cost Element	Total Amount
Various	Various	Various	
<b>TOTAL</b>			

**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

**Will the legislation change the City’s FTE/personnel counts?**

No

**ATTACHMENTS:** Letter of Agreement