



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 Division Unit – November 24, 2020
DATE: November 17, 2020

SUMMARY AND PURPOSE:

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, regarding rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Water Division Unit, for a new classification to be titled Water Systems Operations Supervisor.

BACKGROUND:

The ordinance will implement terms of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit, regarding the recognition of a classification to be titled Water Systems Operations Supervisor (CSC 5069). The Letter of Agreement is scheduled for consideration by the Public Utility Board as a resolution on November 18, 2020; and by the City Council as a resolution on November 24, 2020.

The Letter of Agreement provides that, following approval of the Public Employment Relations Commission, the City will recognize the International Brotherhood of Electrical Workers, Local 483, Water Division Unit, as the bargaining representative for the classification of Water Systems Operations Supervisor, for the purposes of collective bargaining. The ordinance also establishes the rate of pay for the classification. The classification will be designated as hourly, and eligible for overtime pay.

COMMUNITY ENGAGEMENT / CUSTOMER RESEARCH:

The new classification has been reviewed by the Human Resources Class & Comp Division, and discussed with the International Brotherhood of Electrical Workers, Local 483, Water Division 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 Division Unit.

FISCAL IMPACT:

There is no immediate 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 | |
| TOTAL | | | |

What Funding is being used to support the expense?

Departments will be responsible for continuing costs of reclassified positions.

Are the expenditures and revenues planned and budgeted in this biennium’s current budget?

NO, PLEASE EXPLAIN BELOW

No. Department Directors will be responsible for adhering to their overall levels of appropriation.

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: None