



RESOLUTION NO. 41921

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
 2 three-year Collective Bargaining Agreement between the City and the
 3 International Brotherhood of Electrical Workers, Local 483, Water Division
 4 Unit, consisting of 137 budgeted full-time equivalent positions, effective
 5 retroactive to January 1, 2025, through December 31, 2027.

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 three-year Collective
 10 Bargaining Agreement (“CBA”) between the City and the International Brotherhood
 11 of Electrical Workers, Local 483, Water Division Unit (“Union”), on behalf of the
 12 employees represented by said Union, and

13 WHEREAS the bargaining unit consists of approximately 137 budgeted,
 14 full-time equivalent (“FTE”) positions, and

15 WHEREAS the CBA will provide for a wage increase of 2.75 percent
 16 retroactive to January 1, 2025, as well as market-based adjustments by
 17 classification as provided in the table below:
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Code	Classification	2025 Market Adjustment
50600	Water Utility Worker	3.00%
50610	Water Services Worker	3.00%
50650	Water Service Supervisor	3.00%
51080	Water Plant Maintenance Worker	3.00%
52250	Water Meter Repair Worker	3.00%
52260	Water Meter Repair Worker, Lead	3.00%
19990	Water Quality Specialist	3.25%
21550	Watershed Inspector	3.25%
53050	Water Service Mechanic	4.25%
50700	Water Pumps & Storage Supervisor	5.75%
50680	Water Supply Supervisor	5.75%



51090	Water Control Station Operator	10.00%
50690	Water Systems Operations Supervisor	10.00%
51120	Water Treatment Plant Operator	12.00%
51100	Water treatment Plan Supervisor	12.00%

WHEREAS a general wage increase of three percent will be provided effective retroactive to January 1, 2026, and effective January 1, 2027, and

WHEREAS other changes include: (1) expanding the double-time holiday premium days from two holidays to four holidays per year (adding New Years Day and Independence Day); (2) an increase to the remote reporting allowance for a Water Utility Worker in the apprenticeship program from \$14 to \$22 per day for travel expenses; (3) an increase to the eligible reimbursement for new hires for work boots from \$200 to \$250; (4) providing for alternate work schedules for employees assigned to the Green River Treatment Plant; (5) adding clarifying language regarding set ups to lead vacancies, and employee responsibilities when on standby assignments; and (6) providing a one-time, lump sum payment of \$2,500 to each Water Treatment Plant Operator employed on January 1, 2025, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of May 12, 2026, and

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

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

That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and the International Brotherhood of Electrical Workers, Local 483, Water Unit, effective retroactive to



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January 1, 2025, through December 21, 2027, said document to be substantially in the form of the agreement 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-11603