



RESOLUTION NO. 41867

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, Customer and
 4 Field Services Unit, retroactive to January 1, 2025, through December 31,
 5 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, Customer and Field Services Unit, (“Union”), on
 12 behalf of the employees represented by said Union, and

13 WHEREAS the bargaining unit consists of approximately 174 budgeted,
 14 full-time equivalent (“FTE”) positions, and

15 WHEREAS the CBA will provide for wage increases and/or market-based
 16 adjustments or alignment by classification, in each year of the agreement as
 17 follows:
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Code	A	Job Title	2025 GWI	2025 Market/ Alignment	2026 GWI	2026 Market	2027 GWI	2027 Market
0611		Customer Service Representative	2.75%	4.25%	3.00%	2.00%	3.00%	1.50%
0018		Mail & Stock Processor	2.75%	3.25%	3.00%		3.00%	
0601		Meter Reader	2.75%	2.00%	3.00%	2.00%	3.00%	1.50%
0602		Advanced Meter Field Investigator		10% over 0611	3.00%	2.00%	3.00%	1.50%
0603		Advanced Meter Field Investigator, Lead		15% over 0612	3.00%	2.00%	3.00%	1.50%
0608		Customer Service Representative, Lead		15% over 0612	3.00%	2.00%	3.00%	1.50%



0612	Customer Service Representative, Technical	10% over 0611	3.00%	2.00%	3.00%	1.50%
0012	Mail & Stock Processor, Senior	10% over 0018	3.00%		3.00%	
0607	Workforce Coordinator	15% over 0612	3.00%	2.00%	3.00%	1.50%

WHEREAS other changes to the Agreement include:

(1) Clarifying language regarding shift bidding, and the filling of vacancies for Tacoma Public Utilities (“TPU”) Customer Service positions;

(2) Incorporating language from a previous Letter of Agreement regarding Advanced Meter Field Investigator into the Agreement;

(3) Clarifying language regarding how overtime rules will be applied for employees working in the TPU Customer Solutions Office;

(4) Increasing the amount of the reimbursement available for eligible employees assigned to TPU Field Operations from \$200 to up to \$300 for one (1) pair of safety shoes, or if an employee elects to purchase two pairs of safety shoes, a reimbursement up to \$200 per pair;

(5) Modifying language regarding ARC rain gear for Automated Meter Field Investigators, to provide that the Utility will repair or replace rain gear, instead of a reimbursement;

(6) Clarifying language regarding provided uniforms and cleaning to employees performing work in the field, and the specific items to be provided; and

(7) Adding an application of rate to support a pilot project “TPU Customer Service Language Proficiency Program,” with an application of rate of 2 percent for



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employees covered by the agreement who are certified in an approved language,
and act as a foreign language interpreter as assigned, and

WHEREAS the CBA was considered and approved by the Public Utility
Board at its meeting of February 25, 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, Customer and Field Services Unit,
effective retroactive to January 1, 2025, through December 31, 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-11587