



RESOLUTION NO. 41976

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement negotiated between the City of Tacoma and the
3 International Brotherhood of Electrical Workers, Local 483, Customer and
4 Field Services Unit, regarding job placement options and impacts of Tacoma
5 Fire Department ambulance billing subcontracting.

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 Resolution No. 41867, adopted March 10, 2026, authorized the
10 execution of the three-year Collective Bargaining Agreement ("CBA") between the
11 City of Tacoma and the International Brotherhood of Electrical Workers, Local 483,
12 Customer and Field Services Unit, ("Union"), on behalf of the employees
13 represented by said Union, and

14 WHEREAS the City and the Union have negotiated a Letter of Agreement
15 ("LOA") to the CBA regarding job placement options and impacts of Tacoma Fire
16 Department ambulance billing subcontracting, and

17 WHEREAS the Tacoma Fire Department ("TFD") has determined to
18 subcontract work performed by their Ambulance Billing Unit, and

19 WHEREAS this outsourcing will cause a reduction in force affecting several
20 TFD employees in the Union, and the LOA will provide for a voluntary demotion
21 option for the TFD employees in the Customer Service Representative series, and

22 WHEREAS Tacoma Public Utilities ("TPU"), Customer Service division
23 anticipates it will have four Customer Service Representative positions available in
24 September 2026, and
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1 WHEREAS these positions will be offered to the employees in the TFD
2 Ambulance Billing Unit in order of seniority to voluntarily demote in lieu of layoff,
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5 WHEREAS employees who accept this voluntary demotion option will forfeit
6 any formal layoff or reemployment rights in their prior classification and department,
7 and will be required to successfully complete the TPU Customer Service New Hire
8 Training Program, lasting approximately 12 weeks and serve a trial service period
9 of nine months, and
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11 WHEREAS an employee that does not meet performance metrics and/or
12 Customer Service expectations may be separated during this period at the
13 exclusive determination of TPU Management, and
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15 WHEREAS an employee separated during the trial service period shall have
16 no rights to appeal their separation through the contractual grievance procedure or
17 Civil Service Board, and
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19 WHEREAS an employee may appeal such decision within 14 calendar days
20 to the Director of Utilities whose decision shall be final and binding, and
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22 WHEREAS the separated employee will be placed on the Customer Service
23 Representative reemployment list but shall not be eligible for recall to a position in
24 TPU Customer Service, and
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26 WHEREAS seniority within the TPU Customer Service work group for
purposes such as vacation and shift bidding shall be in accordance with the CBA



1 with the International Brotherhood of Electrical Workers, Local 483, Customer and
2 Field Services Unit, Article 9, Section 9.1, and

3 WHEREAS, by adoption of Public Utility Board Resolution No. U-11617 on
4 July 22, 2026, the LOA was approved, pending confirmation from the City Council,
5 and
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7 WHEREAS it appears in the best interest of the City that the LOA negotiated
8 by said Union and the City be approved; Now, 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 Letter of Agreement negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit, regarding job placement options and impacts of Tacoma Fire Department ambulance billing subcontracting, said document to be substantially in the form of the document on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney

Resolution No. U-11617