



TO: Hyun Kim, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Linnaea Jablonski, Human Resources Director
Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement
with the International Brotherhood of Electrical Workers, Local 483, Custodial &
Building Maintenance Unit – August 18, 2026
DATE: July 27, 2026

SUMMARY AND PURPOSE:

A resolution authorizing execution of a successor Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Custodial & Building Maintenance Unit, effective retroactive from January 1, 2026, through December 31, 2028.

BACKGROUND:

The resolution authorizes execution of a successor Collective Bargaining Agreement (CBA) as negotiated with the International Brotherhood of Electrical Workers, Local 483, Custodial & Building Maintenance Unit. The agreement is for three years, covers approximately 22 full time equivalent (FTE) positions, and has been scheduled for consideration by the Public Utility Board as a resolution on August 12, 2026.

The agreement provides for wage increases in each year of the agreement. Effective January 1, 2026, a general wage increase of 3.0 percent will be provided; the classification of Custodian will also receive a market adjustment of 3.5 percent, and the classification of Building Maintenance Worker will also receive a market adjustment of 7.5 percent. Effective January 1, 2027, and January 1, 2028, a general wage increase of 3.0 percent will be provided.

Other changes include moving language from a Letter of Agreement into the contract regarding the rate paid for standby assignments will be as provided in the collective bargaining agreement with the Tacoma Joint Labor Committee; and agreement to hold a Labor/Management Committee for the purposes of exploring updates and expansion of the available titles for which a “helper” application of rate can be assigned; and updating language of Section 15.3 to further define the role of a “helper”.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Collective Bargaining Agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Custodial & Building Maintenance Unit and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: 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 Collective Bargaining 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 Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Custodial & Building Maintenance Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Management Services Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.

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

No

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:

Collective Bargaining Agreement

Fiscal Impact Memorandum