



RESOLUTION NO. 41995

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, Custodial and
4 Building Maintenance Unit, consisting of approximately 22 full-time
equivalent positions, effective retroactive to January 1, 2026, through
December 31, 2028.

5 WHEREAS the City has, for years, adopted the policy of collective
6 bargaining between the various labor organizations representing employees and
7 the administration, and
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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, Custodial and Building Maintenance Unit,
12 ("Union"), on behalf of the employees represented by said Union, and
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14 WHEREAS the bargaining unit consists of approximately 22 budgeted,
15 full-time equivalent positions, and
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17 WHEREAS, effective retroactive to January 1, 2026, the CBA will provide for
18 a general wage increase of three percent for all classifications, a market adjustment
19 of 3.5 percent for the classification of Custodian, and 7.5 percent for the
20 classification of Building Maintenance Worker, and
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22 WHEREAS effective January 1, 2027, and January 1, 2028, a general wage
23 increase of three percent will be provided, and
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25 WHEREAS other changes to the CBA include: (1) incorporating language
26 from a Letter of Agreement into the contract regarding the rate paid for standby
assignments will be as provided in the CBA with the Tacoma Joint Labor



1 Committee; (2) providing for an agreement to hold a Labor/Management Committee
2 for the purposes of exploring updates and expansion of the available titles for which
3 a “helper” application of rate can be assigned; and (3) updating language of Section
4 15.3 to further define the role of a “helper”, and
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6 WHEREAS, by adoption of Public Utility Board Resolution No. U-11619 on
7 August 12, 2026, the CBA was approved, pending confirmation from the City
8 Council, and
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10 WHEREAS it appears in the best interests of the City that the CBA
11 negotiated 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 three-year Collective Bargaining Agreement between the City and the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit, consisting of approximately 22 full-time equivalent positions, effective retroactive to January 1, 2026, through December 31, 2028, 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

Resolution No. U-11619