



RESOLUTION NO. 41868

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, Human
4 Resources Unit, retroactive to January 1, 2025, through December 31, 2027.

4 WHEREAS the City has, for years, adopted the policy of collective
5 bargaining between the various labor organizations representing employees and
6 the administration, and

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8 WHEREAS this resolution allows for the execution of a three-year Collective
9 Bargaining Agreement (“CBA”) between the City and the International Brotherhood
10 of Electrical Workers, Local 483, Human Resources Unit, (“Union”), on behalf of the
11 employees represented by said Union, and

12 WHEREAS the bargaining unit consists of approximately 25 budgeted,
13 full-time equivalent positions, and

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15 WHEREAS, effective retroactive to January 1, 2025, the CBA will provide for
16 a general wage increase of 2.75 for all classifications, a market adjustment of 3.00
17 percent for the classification of Human Resources Assistant, 1.25 percent for the
18 classification of Human Resources Specialist, and 3.50 percent for the classification
19 of Human Resources Analyst, and

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21 WHEREAS, effective retroactive to January 1, 2026, and effective
22 January 1, 2027, a general wage increase of 3.00 percent will be provided, and

23 WHEREAS in addition, employees who are active as of the date of
24 City Council ratification of the CBA will receive a one-time lump sum signing bonus
25 of \$1,000 for the classifications of Human Resources Assistant and Human
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Resources Specialist, and \$2,250 for the classification of Human Resources

1 Analysts, and

2 WHEREAS other changes to the CBA include: (1) clarifying language
3 regarding the notice of intent to discipline timeline to be within 120 days of the
4 incident, that the union will be notified of an ongoing investigation if anticipated to
5 exceed this timeframe, and the allowance of an additional extension if the employee
6 is on an authorized leave of absence; and (2) addition of language allowing for
7 consideration of individual training and development opportunities on a
8 case-by-case basis, and
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11 WHEREAS it appears in the best interests of the City that the CBA
12 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:

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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, Human Resources 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