



RESOLUTION NO. 41994

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, Supervisors' Unit,
4 consisting of approximately 49 full-time equivalent positions, effective
5 retroactive to January 1, 2026, through December 31, 2028.

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, Supervisors' Unit, ("Union"), on behalf of the
12 employees represented by said Union, and

13 WHEREAS the bargaining unit consists of approximately 49 budgeted,
14 full-time equivalent positions, and

15 WHEREAS, effective retroactive to January 1, 2026, the classification of
16 Office Administrator is added to the agreement, and a revised salary range
17 established with a general wage increase of three percent applied, and

18 WHEREAS employees in the Office Administrator classification will be
19 placed on the revised salary range on the step closest to, but not less than their
20 current rate of pay; and will not be eligible for longevity pay, and

21 WHEREAS, effective retroactive to January 1, 2026, all other bargaining unit
22 classifications will receive a general wage increase of three percent,

23 WHEREAS, in addition to the general wage increase, market-based wage
24 adjustments will be provided as follows:
25
26



Code	A	Job Title	Market Adjustment
0041		Customer Accounts Supervisor	4.7%
5017		Solid Waste Collection Supervisor	5.0%
5276		Traffic Field Operations Supervisor	5.0%
0305		Warehouse Supervisor	10.1%
5278		Water Electrical & Controls Supervisor	2.0%

WHEREAS effective January 1, 2027, and January 1, 2028, a general wage increase of three percent will be provided to all classifications in the bargaining unit, and

WHEREAS other changes to the CBA include: (1) an increase to the amount of the boot allowance for Biosolids Supervisor from \$250 to \$300 per year; (2) the removal of language regarding employee participation in the Voluntary Employee Beneficiary Association plan; (3) the elimination of the long-standing practice of wage parity between the Fire Electrical Maintenance Supervisor and Traffic Field Operations Supervisor and the practice of market adjustments for these classifications based on market adjustments received in the 483 Power agreement; (4) language added providing the City the ability to assign work out of the bargaining unit, or contract out when there is a need for a Group II certification to perform work at Alder Lake Park; (5) language added regarding Snow/Ice Event Overtime for Office Administrators in Public Works; and (6) other language changes to provide clarity related to classified and unclassified employees in the Articles on Grievances, Discipline, and Rights of Appointive Employees, and



WHEREAS, by adoption of Public Utility Board Resolution No. U-11620 on
August 12, 2026, the CBA was approved, pending confirmation from the City
Council, 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, Supervisors' Unit, consisting of
approximately 49 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-11620