



RESOLUTION NO. U-11478

1 A RESOLUTION relating to Tacoma Power; approving a Letter of Agreement
2 between the City and the International Brotherhood of Electrical Workers,
3 Local 483, Tacoma Power Unit, regarding the classifications of
4 Telecommunications Engineer, and Senior Telecommunications
5 Engineer.

6 WHEREAS the City of Tacoma, Department of Utilities, Light Division
7 (d.b.a. "Tacoma Power"), and the International Brotherhood of Electrical
8 Workers ("IBEW") Local 483, Tacoma Power Unit, has proposed a LOA that
9 covers approximately 11 full-time equivalent positions, with 7 positions located
10 within Tacoma Public Utilities, and

11 WHEREAS employees in the classifications of Telecommunications
12 Engineer, and Senior Telecommunications Engineer selected IBEW, Local 483
13 as their exclusive bargaining representative for purposes of collective
14 bargaining, and the Public Employment Relations Commission ("PERC")
15 certified this decision on December 28, 2023, and

16 WHEREAS the classifications will be amended to be part of the classified
17 service, designated as overtime category "E", and will not be eligible for
18 overtime or compensatory time off, and

19 WHEREAS the LOA provides for the classifications to be recognized and
20 incorporated into and covered by the terms of the IBEW, Local 483, Power Unit,
21 and

22 WHEREAS retroactive to September 16, 2024, the covered
23 classifications will receive a general wage increase of 2.75 percent, and the
24 wage scale will be adjusted from 9 steps to 5 steps, and
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WHEREAS each employee will be placed at Step 5 of the pay range and will be eligible for longevity pay, and

WHEREAS Telecommunications Engineers and Senior Telecommunications Engineers employed on the date of City Council approval will also receive a one-time, lump sum payment of \$1,500.00, and

WHEREAS it is in the best interests of the City that the proposed LOA negotiated by the Union and the City be approved; Now, therefore,

BE IT RESOLVED BY THE PUBLIC UTILITY BOARD OF THE CITY OF TACOMA:

That the LOA between the City and the IBEW, Local 483, Tacoma Power Unit is approved, all actions taken by Tacoma Power in the approval and execution of the LOA are ratified and confirmed, and the City Council is requested to concur in the approval and ratification and authorize the proper officers of the City to execute the LOA substantially in the form on file and as approved by the City Attorney.

Approved as to form:	_____
	Chair
_____ /s/ Chief Deputy City Attorney	_____
	Secretary
_____	Adopted _____
Clerk	



Board Action Memorandum

TO: Jackie Flowers, Director of Utilities

COPY: Charleen Jacobs, Utilities Director and Board Offices

FROM: Karen Short, Senior Human Resources Consultant
Dylan Carlson, Labor Relations Division Manager
Chris Bacha, City Attorney

MEETING DATE: October 23, 2024

DATE: October 9, 2024

SUMMARY:

A resolution recommending approval of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Power Unit, regarding the classifications of Telecommunications Engineer, and Senior Telecommunications Engineer.

BACKGROUND:

The resolution recommends approval of a Letter of Agreement (LOA) as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit. The agreement covers approximately 11 full-time equivalent positions, with 7 positions located within Tacoma Public Utilities, and will be scheduled for consideration by the City Council as a resolution on November 5, 2024.

Employees in the classifications of Telecommunications Engineer, and Senior Telecommunications Engineer selected IBEW, Local 483 as their exclusive bargaining representative for purposes of collective bargaining. This was certified by the Public Employment Relations Commission (PERC) on December 28, 2023. The classifications will be amended to be part of the classified service, designated as overtime category "E", and will not be eligible for overtime or compensatory time off.

The agreement provides for the classifications to be recognized and incorporated into and covered by the terms of the IBEW, Local 483, Power Unit. Effective retroactive to September 16, 2024, the classifications will receive a general wage increase of 2.75 percent, and the wage scale will be adjusted from 9 steps to 5 steps per the terms of the agreement. Each employee will be placed at Step 5 of the pay range and will be eligible for longevity pay. Telecommunications Engineers and Senior Telecommunications Engineers employed on the date of City Council approval will also receive a one-time, lump sum payment of fifteen hundred dollars (\$1,500).

ATTACHMENTS:

Letter of Agreement
Fiscal Impact Memorandum

CONTACT:

Karen Short, Senior Human Resources Consultant, (253) 254-8506
Mark Johnson, Labor Negotiator, (253) 591-5272
Presenter: Dylan Carlson, Labor Relations Division Manager, (253) 591-5609



TACOMA PUBLIC UTILITIES
 3628 South 35th Street
 Tacoma, Washington 98409-3192

To: Katie Johnston, Budget Officer
 From: Alex Yoon, Deputy Director of Administration, Management Services
 Date: October 10, 2024
 Subject: Fiscal Impact of Local 483 Power LOA Accretion of the Telecommunications Engineer and Telecommunications Engineer, Senior classifications.

Background:

The City of Tacoma and the Local 483 Power Unit have reached a tentative agreement for a letter of agreement related to the accretion of the Telecommunications Engineer and Telecommunications Engineer, Senior classifications.

It is hereby agreed that these classifications are recognized and incorporated into and covered by the terms and conditions of the CBA. Further, the City and the Union agree to the following terms:

Note: A "Christie Agreement" was executed September 16, 2024, and is the effective date of several items listed below, per the Letter of Agreement.

Wage Increases:

Effective retroactive to September 16, 2024, the classifications of Telecommunications Engineer and Telecommunications Engineer, Senior will receive a two and three quarters percent (2.75%) general wage increase.

The resulting 2024 wage table will be as follows:

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Telecommunications Engineer	52.92	55.56	58.33	61.25	64.31
Telecommunications Engineer, Senior	61.15	64.21	67.41	70.78	74.32

Salary Step Placement and Progression

Following City Council approval, and retroactive to September 16, 2024, all Telecommunications Engineer, Seniors will progress to Step 5 and the appropriate rate of pay of the new salary range (as described in the table above). Telecommunications Engineer, Seniors, and Telecommunications Engineers hired after City Council approval will progress through the salary table consistent with Section 1.12.030 of the Tacoma Municipal Code.





TACOMA PUBLIC UTILITIES
 3628 South 35th Street
 Tacoma, Washington 98409-3192

Longevity Pay

Following City Council approval, and retroactive to September 16, 2024, Telecommunications Engineer, Seniors, and Telecommunications Engineers will be eligible for longevity pay pursuant to the following schedule:

- 1% of base pay with aggregate service of 5 through 9 years
- 2% of base pay with aggregate service of 10-14 years
- 3% of base pay with aggregate service of 15-19 years
- 4% of base pay with aggregate service of 20 years or more

Lump Sum

Each Telecommunications Engineer, Senior and Telecommunications Engineer employed on the date of the City Council approval will receive a one-time lump sum payment of fifteen hundred dollars (\$1,500).

Fiscal Impact:

Incremental Impact of Wage Increases		
Department & Fund	FTE	2024
Tacoma Public Utilities		
4700 Power	7.00	\$ 40,816
City Manager		
0010 General Fund	2.00	\$ 13,347
Information Technology		
5800-COSYS Communications Sys	2.00	\$ 11,404
Total	11.00	\$ 65,567

The 2024 impact will be absorbed by the respective departments.

Concur:

Jackie Flowers
 Jackie Flowers, Director of Utilities, CEO



LETTER OF AGREEMENT
by and between
IBEW, Local 483 Power Unit
and
The City of Tacoma

**Accretion of the Telecommunications Engineer and Telecommunications Engineer,
Senior Classifications**

The City of Tacoma ("City") and the International Brotherhood of Electrical Workers, Local 483 Power Unit ("Union") hereby enter into this Letter of Agreement ("LOA") which shall be attached to the IBEW, Local 483 Power Unit Collective Bargaining Agreement ("CBA") as fully set forth.

Employees in the classifications of Telecommunications Engineer, Senior and Telecommunications Engineer selected IBEW, Local 483 as their exclusive bargaining representative for purposes of collective bargaining. This was certified by the Public Employment Relations Commission on December 28, 2023.

It is hereby agreed that these classifications are recognized and incorporated into and covered by the terms and conditions of the CBA. Further, the City and the Union agree to the following terms:

AGREEMENT

- A. The Telecommunications Engineer (CSC 55350) and Telecommunications Engineer, Senior classifications (CSC 55360) are:
 - a. Classified employees (consistent with Section 1.24.290 of the Tacoma Municipal Code).
 - b. "Salaried" employees, exempt from the overtime provisions of the FLSA.
 - c. Overtime Class E (under Section 1.12.080 of the Tacoma Municipal Code) – No overtime compensation or compensatory time off except when assigned to work outside of normal work hours due to emergency situations.
- B. A Telecommunications Engineer or Telecommunications Engineer, Senior will receive a minimum of one (1) hour, or actual time worked if it exceeds one (1) hour, at one and one-half (1-1/2) times their regular rate of pay, for emergency calls received at their residence which do not require the employee to respond to the workplace.
- C. A Telecommunications Engineer or Telecommunications Engineer, Senior called to perform emergency overtime work (consistent with Section 1.12.080 of the Tacoma Municipal Code) shall receive one (1) hour of travel pay at the straight time rate each way if such overtime does not immediately precede or follow their regular shift. When such overtime immediately precedes their regular shift, they shall receive travel pay for one (1) way only. When the overtime immediately follows their regular shift, travel pay shall not be paid.
- D. A minimum of two (2) hours' overtime pay shall be allowed for emergency overtime work (consistent with Section 1.12.080 of the Tacoma Municipal Code) unless the employee reports for work less than two (2) hours before the beginning of their regular shift, or continues after their regular shift. The two (2) hour minimum shall not include travel pay.

- E. Mealtimes shall be 6:00 a.m., 12:00 noon, 6:00 p.m., and 12:00 midnight. When employees are working emergency overtime (consistent with Section 1.12.080 of the Tacoma Municipal Code) at a mealtime, they will, when the job allows, be allowed to stop work, travel if necessary to eat, and be paid a meal allowance. The meal allowance shall be one-half of the current Line Electrician rate.
- F. When assigned by their supervisor to emergency response stand-by responsibilities, Telecommunications Engineers and Telecommunications Engineer, Seniors shall be compensated at the standby rate prescribed by Section 6.17 of the Tacoma Joint Labor agreement. When assigned to standby, the employee must remain fit for duty, and capable of responding within thirty (30) minutes of notification of an emergency.
- G. Applicable Departments will attempt to distribute emergency overtime work in an equitable manner.
- H. Work schedules for the Telecommunications Engineer and Telecommunications Engineer, Senior classifications shall be eight (8) hours between 7:00 a.m. and 6:00 p.m., Monday through Friday, allowing 30 to 60 minutes for an unpaid lunch period. Employees will be provided a minimum of two (2) weeks' notice prior to implementation of any schedule change outside seven (7:00) a.m. and six (6:00) p.m., Monday through Friday.
 - a. Upon mutual agreement with their supervisor, Telecommunications Engineer Seniors and Telecommunications Engineers may work alternative schedules such as 9-80s or 4-10s, consistent with PMP 320 – Flex-Time Policy.
 - b. Upon mutual agreement with their supervisor, Telecommunications Engineer Seniors and Telecommunications Engineers may telework consistent with Policy 3.17 – Managing a Telework Arrangement.
- I. Personal Time Off (PTO) with pay shall be as provided for in Section 1.12.248 of the Tacoma Municipal Code. All employees in the classifications of Telecommunications Engineer and Telecommunications Engineer, Senior shall be enrolled in the PTO program.
- J. Following City Council approval, and retroactive to September 16, 2024, the classifications of Telecommunications Engineer and Telecommunications Engineer, Senior will receive a two and three quarters percent (2.75%) General Wage Increase (“GWI”). This GWI increase will represent the 2024 GWI increase in its entirety for the Telecommunications Engineer and Telecommunications Engineer, Senior, and the next GWI increases for these classifications will be in 2025 and thereafter, as negotiated in the CBA. The resulting 2024 wage table for these classifications will be as follows:

2024 SALARY PAY SCALE (with 2024 2.75% GWI applied) – TELECOMMUNICATION ENGINEER & TELECOMMUNICATION ENGINEER, SENIOR							
Code	A	Classifications	Step 1	Step 2	Step 3	Step 4	Step 5
55350	A	Telecommunications Engineer	\$ 52.92	\$ 55.56	\$ 58.33	\$ 61.25	\$ 64.31
55360	A	Telecommunications Engineer, Senior	\$ 61.15	\$ 64.21	\$ 67.41	\$ 70.58	\$ 74.32

NOTE: Following City Council approval, and retroactive to September 16, 2024, the Pay Scale for Telecommunications Engineers and Telecommunications Engineer, Seniors will change from 9-steps to 5-steps. The new 5-step Pay Scale for 2024 (above) will be comprised of steps 3 through 7 of the previous 9-step Pay Scale, with a 2.75% GWI applied.

- K. Following City Council approval, and retroactive to September 16, 2024, all Telecommunications Engineer, Seniors will progress to Step 5 and the appropriate rate of pay of the new salary range (as described in the Table above). Telecommunications Engineer, Seniors, and Telecommunications Engineers hired after City Council approval will progress through the salary table consistent with Section 1.12.030 of the Tacoma Municipal Code.
- L. Following City Council approval, and retroactive to September 16, 2024, Telecommunications Engineer, Seniors, and Telecommunications Engineers will be eligible for longevity pay pursuant to the following schedule:
- 1% of base pay with aggregate service of 5 through 9 years
 - 2% of base pay with aggregate service of 10-14 years
 - 3% of base pay with aggregate service of 15-19 years
 - 4% of base pay with aggregate service of 20 years or more

In addition to the individual terms, wages, and conditions of employment described in paragraphs A through L above, all CBA Articles and Sections will apply to the Telecommunications Engineer and Telecommunications Engineer, Senior, and will be incorporated by reference into this LOA, unless specifically listed in Exhibit 1 below. In the event of a conflict between paragraphs A through L, and applicable Articles and Sections of the CBA, paragraphs A through L will prevail.

EXHIBIT 1 – NON-APPLICABLE CBA ARTICLES & SECTIONS
Article 13 – General Working Rules (Sections 13.2, 13.3, 13.4, 13.7, 13.12, 13.17, 13.18 are not applicable)
Article 20 – Wage Scales (Section 20.2 is not applicable)

Each Telecommunications Engineer, Senior and Telecommunications Engineer employed on the date of City Council approval will receive a one-time lump sum payment of fifteen hundred dollars (\$1,500.00).

EXECUTED THIS _____ DAY OF _____ 2024.

CITY OF TACOMA

IBEW, LOCAL 483 POWER UNIT

Elizabeth Pauli
City Manager

Byron Allen
Business Manager

Jackie Flowers
Director of Public Utilities

Shelby Fritz
Human Resources Director

Dylan Carlson
Labor Relations Division Manager

Approved as to form:

Deputy City Attorney