



RESOLUTION NO. U-11629

1 A RESOLUTION relating to collective bargaining, authorizing the execution of a
2 Letter of Agreement between the City of Tacoma, Department of Public
3 Utilities, Light Division and the International Brotherhood of Electrical
4 Workers, Local 483, Tacoma Power Unit.

5 WHEREAS the City of Tacoma, Department of Public Utilities, Light
6 Division ("Tacoma Power") and the International Brotherhood of Electrical
7 Workers, Local 483, Tacoma Power Unit ("Union") have negotiated a proposed
8 Letter of Agreement ("Agreement") regarding a change in overtime rules for
9 employees assigned to the Trouble Crew, and

10 WHEREAS Tacoma Power operates three Trouble Crews who provide
11 24/7 response for the maintenance and repair of Tacoma Power's distribution
12 system, and

13 WHEREAS historically, these positions have been filled by volunteers,
14 who receive a 10 percent application of rate in recognition of their work
15 schedule, including the 24/7 shift coverage necessary to effectively staff the
16 Trouble Crews, and

17 WHEREAS in recent years, fewer employees have volunteered to work
18 on these Trouble Crews, resulting in a long-term vacancy, and

19 WHEREAS in order to further encourage employees to volunteer for
20 Trouble Crew assignments and to fully staff these crews, Tacoma Power and
21 the Union (collectively as the "Parties") negotiated the proposed Agreement
22 which includes the following terms:
23
24

- 25 1. Trouble Crew members who work double overtime
26 immediately before the start of their regular shift will also



receive double overtime for the actual hours worked of their regular shift. The performance of this type of coverage is known as "Double-Double".

2. Trouble Crew members who receive less than eight (8) consecutive hours of time off before a regularly scheduled shift, will receive double overtime pay for all actual hours of that regular shift. The eight (8) hours of time off do not need to immediately precede the start of the employee's next scheduled shift, and

WHEREAS the Parties also have agreed to amend Item #2 of the Letter of Understanding between the Parties, dated December 4, 2023, to provide that Trouble Crew members will report to the North Service Center or the South Service Center at the start and end of their scheduled shift, unless responding to a call or performing an assigned task, and

WHEREAS the pay difference for each member of the Trouble Crew is approximately \$560 per shift eligible for the double overtime pay, and Tacoma Power will be responsible for adhering to the overall level of appropriation, and

WHEREAS it now appears in the best interest of Tacoma Power that the proposed Letter of Agreement negotiated by the Parties be approved; Now, therefore,

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

That the proposed Letter of Agreement between the City of Tacoma, Department of Public Utilities, Light Division and the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit is approved, and the City Council is requested to concur in the approval and authorize the proper officers of the City of Tacoma to execute and implement said Letter of Agreement



substantially in the form on file with the Clerk of the Board, with the final form to
be approved by the City Attorney's Office.

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: Dylan Carlson, Labor Relations Division Manager
Linnaea Jablonski, Human Resources Director
Karen Short, Senior Human Resources Consultant

MEETING DATE: October 14, 2026

DATE: September 30, 2026

SUMMARY:

A resolution recommending approval of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit, regarding a change in overtime rules for employees assigned to the Trouble Crew.

BACKGROUND:

The resolution recommends approval of a Letter of Agreement (LOA) as negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. The Agreement is planned for consideration by the City Council as a resolution on October 27, 2026.

Tacoma Power operates three Trouble Crews who provide 24/7 response for the maintenance and repair of Tacoma Power's distribution system. Historically these positions have been filled by volunteers, who receive a 10 percent application of rate in recognition of their work schedule, including 24/7 shift coverage necessary to effectively staff the Trouble Crews.

In recent years, fewer employees have volunteered to work on these Trouble Crews, resulting in a long-term vacancy. In order to further encourage employees to volunteer for Trouble Crew assignments and to fully staff these crews, the parties agree to the following terms:

1. Trouble Crew members who work double overtime immediately before the start of their regular shift will also receive double overtime for the actual hours worked of their regular shift. The performance of this type of coverage is known as "Double-Double".
2. Trouble Crew members who receive less than eight (8) consecutive hours of time off before a regularly scheduled shift, will receive double overtime pay for all actual hours of that regular shift. The eight (8) hours of time off do not need to immediately precede the start of the employee's next scheduled shift.

The City and the Union also agree to amend Item #2 of the Letter of Understanding between the parties, dated December 4, 2023, to provide that Trouble Crew members will report to the North Service Center or the South Service Center at the start and end of their scheduled shift, unless responding to a call or performing an assigned task.

The pay difference for each member of the Trouble Crew is approximately \$560 per shift eligible for the double overtime pay. The Department will be responsible for adhering to their overall level of appropriation.

ATTACHMENTS:

Letter of Agreement

CONTACT:

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

**Letter of Agreement
by and between
City of Tacoma
and
IBEW Local 483 Power Bargaining Unit**

Subject: Tacoma Power Trouble Crew Revised Overtime Rules – Double-Double

Background:

Tacoma Power operates three Trouble Crews who provide 24/7 response for the maintenance and repair of Tacoma Power's distribution system. Historically these positions have been filled by volunteers, who receive a 10% application of rate above their regular rate of pay in recognition of their work schedule, including 24/7 shift coverage necessary to effectively staff the Trouble Crews.

In recent years, fewer employees have volunteered to work on these Trouble Crews, resulting in a long-term vacancy since August, 2025. In order to further incentivize employees to volunteer for Trouble Crew assignment and fully staff these crews, the parties agree to the following terms:

Agreement:

1. The City and Union agree that the provisions of this agreement apply only to employees serving as members of the Trouble Crew.
2. For the purposes of this Letter of Agreement ("LOA"), "double overtime" is defined as the rate of pay equal to two times (2.0x) an employee's normal hourly rate, and as listed in the "OT" column on Appendix A to the Local 483 Power unit collective bargaining agreement ("CBA").
3. The City and Union agree that the Trouble Crew members who cover a full shift and are on double overtime immediately preceding their regular shift will additionally receive double overtime for all actual hours worked of their immediately succeeding regular shift. The performance of this type of coverage is known as "Double-Double."
 - a. Scenario: A Friday PM shift employee (ex. 3pm to 11pm) covers for the full Friday AM shift (7am to 3pm). The PM shift employee would receive double overtime for their regular PM shift hours that day.
4. The City and Union agree that Trouble Crew members who receive less than eight (8) consecutive hours of time off before commencing their regularly

scheduled shift will receive double overtime pay for all actual hours worked of that regular shift. These eight (8) consecutive hours of time off do not need to immediately precede the start of the employee's next scheduled shift.

- a. Scenario: A Monday AM shift employee (ex. 7am to 3pm) covers the full Monday PM shift (ex. 3pm to 11pm) on double overtime. The AM shift employee then subsequently works a call out (ex. 12am to 2am). Having less than 8 consecutive hours of time off before their regular Tuesday AM shift (ex. 7am start) results in the employee receiving double overtime for the regular Tuesday shift.
 - b. Scenario: A Monday AM shift employee (ex. 7am to 3pm) covers the full Monday PM shift (ex. 3pm to 11pm) on double overtime. The AM shift employee is NOT subsequently called out during their off hours and reports to their regularly scheduled Tuesday AM shift (ex. 7am start). Having a full 8 hours of time off (11pm to 7am) results in the employee NOT receiving double overtime for their regular Tuesday shift.
5. The City and Union agree to amend Item #2 of the Tacoma Power Letter of Understanding dated December 4, 2023 to state as follows:

*"All Trouble Crew members will report to the North Service Center (NSC) **or South Service Center (SSC)** at the start of their scheduled shift and leave from the NSC **or (SSC)** at the end of their scheduled shift unless responding to a call or performing an assigned task."*

6. The City and Union agree to amend Section 16.2.b of the CBA to state as follows:

"Trouble Crew members shall be compensated for overtime work in accordance with Section 13.3 of this agreement."

All other language of Section 16.2.b will be suspended for the duration of this LOA.

7. The City and Union agree that the terms of this LOA will become effective the first pay period following its approval by City Council.
8. This LOA will remain in effect until terminated by mutual agreement of the Union and the City, or unilaterally by either the Union or the City after a thirty (30) calendar day written notice.

EXECUTED ON THIS _____ DAY OF _____, 2026.

For the City of Tacoma:

**For the Union,
IBEW Local 483**

Chris Robinson
Utilities Deputy Director/Power Superintendent

Rose Mitchell
Business Manager

Linnaea Jablonski
Human Resources Director

Adam Brinkman
Assistant Business Manager

Dylan Carlson
Division Manager, Labor Relations

Approved as to Form:

Erik Furer
Deputy City Attorney