



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Shelby Fritz, Director, Human Resources
Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit – January 10, 2023
DATE: December 20, 2022

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local, 483, Human Resources Unit, effective January 1, 2023, through December 31, 2024.

BACKGROUND:

The resolution will authorize the execution of the Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit.

The agreement is for two years, covers approximately 25 budgeted, full-time equivalent positions, and provides for wage increases in each year of the agreement. Effective retroactive to January 1, 2023, a general wage increase of 2.5 percent, and market-based wage adjustments for the classifications of Human Resources Assistant, 8 percent; Human Resources Specialist and Human Resources Analyst, 5 percent will be provided. Effective January 1, 2024, a general wage increase of 2.75 percent, and market-based wage adjustments for the classifications of Human Resources Assistant 2 percent; Human Resources Specialist and Human Resources Analyst 1 percent will be provided.

Other changes to the agreement include adding language to clarify alternate work schedules, and work schedule adjustments, and updates to language in Article 11 on Non-Discrimination.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.



ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Collective Bargaining Agreement	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to execute the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Are the expenditures and revenues planned and budgeted in this biennium’s current budget?

Yes

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City’s FTE/personnel counts?

No

ATTACHMENTS:

- Collective Bargaining Agreement
- Fiscal Impact Memorandum