



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Labor Relations Division Manager  
 Karen Short, Senior Human Resources Consultant  
 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 Professional and Technical Employees, Local 17 – July 25, 2023  
**DATE:** June 30, 2023

**SUMMARY AND PURPOSE:**

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the Professional and Technical Employees, Local 17, effective January 1, 2023, through December 31, 2026.

**BACKGROUND:**

The resolution will authorize the execution of the Collective Bargaining Agreement as negotiated with the Professional and Technical Employees, Local 17.

The agreement is for four years, covers approximately 281 budgeted, full-time equivalent positions, and provides for wage increases in each year of the agreement. The collective bargaining agreement has been scheduled for consideration by the Public Utility Board as a resolution on July 12, 2023.

Effective retroactive to January 1, 2023, a general wage increase of 2.5 percent will be provided; effective January 1, 2024, and January 1, 2025, a general wage increase of 2.75 percent will be provided; and effective January 1, 2026, a general wage increase of 3 percent will be provided. In addition to the general wage increases, market-based wage adjustments will be provided by classification as follows:

Code	Job Title	Market Adjustment January 1, 2023	Market Adjustment January 1, 2024
5361	Animal Control & Compliance Supervisor	6.50%	6.50%
6010	Building Maintenance Supervisor	3.00%	3.00%
5202	Carpenter Crew Lead	2.00%	2.00%
2003	Chief of Party	3.00%	3.00%
2006	Chief Surveyor	3.00%	3.00%
2005	Chief Surveyor, Assistant	6.00%	3.00%
2102	Code Inspector Supervisor	3.50%	3.50%
5008	Collection Systems Technician	6.00%	6.00%
5007	Collection Systems Worker	3.50%	3.50%
2104	Construction Inspection Supervisor	3.50%	3.50%
2016	Construction Inspector	3.50%	3.50%
2015	Construction Inspector, Assistant	3.50%	3.50%
2043	Construction Manager	3.50%	3.50%
2045	Construction Manager, Associate	3.50%	3.50%
2046	Engineering Construction Coordinator	3.50%	3.50%
2019	Engineering Instrumentation Technician	4.00%	4.00%
2020	Engineering Instrumentation Technician, Sr.	4.00%	4.00%



Code	Job Title	Market Adjustment January 1, 2023	Market Adjustment January 1, 2024
2010	Engineering Technician I	5.00%	5.00%
2011	Engineering Technician II	5.00%	5.00%
2012	Engineering Technician III	5.00%	5.00%
2004	Engineering Technician IV	5.00%	5.00%
3102	Environmental Lab Scientist I	5.00%	5.00%
3105	Environmental Lab Scientist II	5.00%	5.00%
3106	Environmental Lab Scientist III	5.00%	5.00%
3107	Environmental Lab Scientist in Training	5.00%	5.00%
4209	Forensic Services Supervisor	2.00%	2.00%
5042	Grounds Maintenance Supervisor	3.00%	3.00%
2101	Inspector	3.50%	3.50%
2122	Inspector, Senior	3.50%	3.50%
3104	Lab Assistant	5.00%	5.00%
2026	LID Representative	2.50%	2.50%
2027	LID Representative, Sr.	2.50%	2.50%
5206	Painter Crew Leader	3.50%	3.50%
0070	Parking Enforcement Officer	2.00%	2.00%
0071	Parking Enforcement Officer, Lead	2.00%	2.00%
0072	Parking Enforcement Supervisor	2.00%	2.00%
2008	Permit Specialist	2.00%	2.00%
2009	Permit Specialist, Sr.	2.00%	2.00%
0035	Real Estate Specialist	10.00%	10.00%
0401	Real Estate Specialist, Sr.	5.00%	5.00%
5014	Recovery & Transfer Center Supervisor	9.18%	4.00%
2108	Road Use Compliance Officer	4.00%	4.00%
2109	Road Use Compliance Supervisor	4.00%	4.00%
5030	Sewer Transmission Systems Maintenance Supervisor	4.00%	4.00%
5037	Solid Waste Route Supervisor	4.00%	4.00%
0625	Source Control Representative	2.00%	2.00%
0626	Source Control Representative, Senior	2.00%	2.00%
5026	Street Maintenance Supervisor	3.00%	3.00%
2001	Survey Technician II	3.00%	3.00%
2002	Survey Technician III	3.00%	3.00%
0613	Utility Services Representative	3.50%	3.50%
0615	Utility Services Representative, Sr.	3.50%	3.50%
0614	Utility Services Representative, Supervisor	3.50%	3.50%

Other changes to the agreement include increasing the number of pay steps in the pay range for Solid Waste Route Supervisor (CSC 5037) from one to three steps, decreasing the number of steps in the range for the classification of Wastewater Treatment Plant Operations Supervisor (CSC 5107) from five steps to four, provide for an application of rate of 3 percent for the classification of Painter Crew Leader (CSC 5206), when working in a confined space, and removing the classification of Sewer Transmission Systems Maintenance Coordinator (CSC 5028) from the bargaining unit.

The agreement also makes updates to the language in Section 11.3 regarding callouts in snow and/or ice events in Public Works, Street Maintenance; clarifies language in Section 11.6 regarding callouts and stand-by assignments; provides for an increase to annual clothing and footwear allowances; and the movement of existing language from letters of agreement into the body of the collective bargaining agreement.



**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the Professional and Technical Employees, Local 17, 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 Professional and Technical Employees, Local 17.

**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