



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, Senior Compensation & Benefits Manager
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Customer and Field Services Unit – April 26, 2022
DATE: April 8, 2022

SUMMARY AND PURPOSE:

A resolution authorizing execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit, related to updates to reflect changes to the organizational structure.

BACKGROUND:

The resolution authorizes execution of a Letter of Agreement to provide for compensation and classification updates to reflect changes to the organizational structure. The letter of agreement provides for the following:

1. Updates and a title change for Utilities Field Investigator (CSC 0602) to Advanced Meter Field Investigator. The classification will also receive a wage adjustment of approximately 5 percent, and the salary range will increase from 1 step to 3 steps, retroactive to January 1, 2022.
2. Creation of a new classified title of Advanced Meter Field Investigator, Lead (CSC 0603). The classification will be classified, hourly, overtime category A, and represented by the IBEW Local 483 Customer and Field Services bargaining unit. The salary range will include 4 steps, set approximately 15 percent over the salary range for Advanced Meter Field Investigator
3. Plans for the transition of permanent employees in the Meter Reader (CSC 0601) classification that are listed in the agreement to the Advanced Meter Field Investigator (CSC 0602) classification.
4. Elimination of applications of rate for Meter Reader (CSC 0601) and Utilities Field Investigator (CSC 0602) employees when assigned as Lead.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services 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 Letter of Agreement	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to authorize execution of the Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit.

FISCAL IMPACT:

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

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.

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:

- Letter of Agreement
- Fiscal Impact Memorandum