



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Division Manager, Labor Relations
Karen Short, Human Resources Consultant, Senior
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, Custodial and Building Maintenance Unit – February 7, 2023
DATE: January 12, 2023

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit, effective January 1, 2023, through December 31, 2025.

BACKGROUND:

The resolution authorizes execution of a Collective Bargaining Agreement (CBA) as negotiated with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit effective January 1, 2023, through December 31, 2025. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on January 25, 2023.

The three-year agreement covers approximately 26 budgeted, full-time equivalent positions, and includes wage increases in each year of the agreement. Effective retroactive to January 1, 2023, a general wage increase of 2.5 percent, and a market-based adjustment of 5.5 percent for the classification of Custodian, and 2.5 percent adjustment for Building Maintenance Worker. Effective January 1, 2024, a general wage increase of 2.75 percent, and a market-based adjustment of 1.5 percent for the classification of Custodian and Building Maintenance Worker. Effective January 1, 2025, a general wage increase of 2.75 percent will be provided. The classification of Assistant Building Maintenance Supervisor will maintain the current indexing of 20 percent above the classification of Building Maintenance Worker.

Other changes to the agreement include adding language providing a minimum of 2 weeks' notice to an employee of a permanent shift change; clarifying that overtime will be paid to part-time employees after 40 hours in a paid status within a work week; increases to the amounts paid for the annual allowance for required footwear; and the inclusion of the Juneteenth holiday into the agreement.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance 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, Custodial and Building Maintenance 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