



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
 Karen Short, Senior Human Resources Consultant
 Shelby Fritz, Human Resources Director
 Kari Louie, Assistant Human Resources Director
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, Clerical Unit – April 18, 2023
DATE: April 5, 2023

SUMMARY AND PURPOSE:

A resolution authorizing execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Clerical Unit, regarding the creation of two new classifications related to public disclosure.

BACKGROUND:

The resolution authorizes execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Clerical Unit, to provide for the creation of two classifications related to public disclosure.

The classification of Public Disclosure Analyst, Lead will have a pay range of \$38.63 to \$46.96 hourly, and Public Disclosure Video Redaction Analyst will have a pay range of \$35.11 to \$42.69 hourly. Both classifications will be represented by the IBEW, Local 483, Clerical Unit for the purposes of collective bargaining, and will be covered by the 2021-2023 agreement between the parties. The classifications will be designated as classified, hourly, and overtime eligible. It is the intent of the parties to include these classifications in a successor collective bargaining agreement.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Letter of Agreement has been reached with the International Brotherhood of Electrical Workers (IBEW), Local 483, Clerical 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 (IBEW), Local 483, Clerical Unit.

FISCAL IMPACT:

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