



TO: Hyun Kim, Interim City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
 Kari Louie, Interim Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the Teamsters Local Union No. 117, General Unit – February 24, 2026
DATE: January 27, 2026

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Teamsters Local Union No. 117, General Unit, regarding a new classification of Hydro Park Aide.

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement (LOA) as negotiated with the Teamsters Local Union No. 117, General Unit. The Letter of Agreement has been scheduled for consideration by the Public Utility Board as a resolution on February 11, 2026.

The agreement provides for the creation of a new classification to be titled Hydro Park Aide. The classification will be represented by Teamsters Local Union No. 117, General Unit for the purposes of collective bargaining. The classification will be created as classified, and designated as overtime category “A”, with a 2025 three-step pay range of \$21.70 to \$23.93 per hour. Rates of pay will be adjusted by the same percentage agreed to by the parties for the classification of Laborer (CSC 50010) for 2026 and any additional years of the collective bargaining agreement. All other terms and conditions for the classification will be consistent with the current collective bargaining agreement.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Letter of Agreement has been reached with the Teamsters Local Union No. 117, General 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 Teamsters Local Union No. 117, General Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Management Services Office. Department Directors are 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?

No

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