



TO: Hyun Kim, Interim City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Kari Louie, Interim Director, Human Resources
Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – February 24, 2026
DATE: February 4, 2026

SUMMARY AND PURPOSE:

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement rates of pay and compensation for employees represented by the Teamsters Local Union No. 117, General Unit and the International Brotherhood of Electrical Workers, Local 483, Clerical Unit.

BACKGROUND:

The ordinance provides for the implementation of provisions of Letters of Agreement (LOA) as negotiated with the Teamsters Local Union No. 117, General Unit and the International Brotherhood of Electrical Workers, Local 483, Clerical Unit. The Letter of Agreement with the Teamsters Local Union No. 117, General Unit is scheduled for consideration by the Public Utility Board as a resolution on February 11, 2026, and both agreements are scheduled for consideration by the City Council as resolutions on February 24, 2026.

The LOA with the Teamsters Local Union No. 117 General Unit, 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. All other terms and conditions for the classification will be consistent with the current collective bargaining agreement.

The LOA with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit, provides for the creation of a new classification to be titled Retirement Specialist, Senior. The classification will be represented by the International Brotherhood of Electrical Workers, Local 483, Clerical Unit for the purposes of collective bargaining. The classification will be created as classified, and designated as overtime category “A”, with a pay range set at 10 percent above the classification of Retirement Specialist (CSC 05470). All other terms and conditions will be consistent with the current collective bargaining agreement.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreements have been reached with the Teamsters Local Union No. 117, General Unit and the International Brotherhood of Electrical Workers, Local 483, Clerical Unit, and have 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 the legislation	N/A	Unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by ordinance is required to implement provisions of the Letters of Agreement negotiated with the Teamsters Local Union No. 117, General Unit and the International Brotherhood of Electrical Workers, Local 483, Clerical Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Management Services Office and 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:

Fiscal Impact Memorandums