



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, 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 (IBEW), Local 483, Water Division Unit – October 11, 2022
DATE: September 19, 2022

SUMMARY AND PURPOSE:

A resolution authorizing execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit, effective January 1, 2022, through December 31, 2024.

BACKGROUND:

The resolution authorizes execution of a Collective Bargaining Agreement negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Water Division Unit. The three-year agreement covers approximately 135 budgeted, full-time positions, and has been scheduled for consideration by the Public Utility Board as a resolution on September 28, 2022.

The agreement provides for a general wage increase in each year of the agreement. Effective retroactive to January 1, 2022, a 2.25 percent increase will be given, and market adjustments will be applied to classifications as follows: a 1.8 percent adjustment for Water Quality Specialists, Watershed Inspectors, and Water Service Mechanics; a 3.0 percent adjustment for supervisory classifications; and a 2.25 percent adjustment for all other classifications. Effective January 1, 2023, a general wage increase of 2.5 percent and a market adjustment of 2.5 percent will be provided; and effective January 1, 2024, a general wage increase of 2.75 percent and a market adjustment of 1.5 percent will be provided.

Other changes to the agreement include an adjustment to the application of rate for a graduated Water Utility Worker apprentice from 86.75 to 88 percent of the journey level rate; an increase to the allowance for alternate reporting headquarters and travel allowance for remote locations from \$10.00 to \$14.00; an increase in the differential paid to night shift workers from 3 percent to 5 percent; and modifications to the amounts paid to Water Service Mechanics for specific certifications obtained up to 10 percent. It also provides clarification on the Fatigue time language in Section 12.5, and incorporation of the Juneteenth holiday into the agreement.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the IBEW, Local 483, Water Division 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 execute the Collective Bargaining Agreement with the IBEW, Local 483, Water Division 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:

- Collective Bargaining Agreement
- Fiscal Impact Memorandum