



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Senior Labor Relations Manager  
 Karen Short, Senior Human Resources Analyst, Human Resources  
 Gary Buchanan, 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, Human Resources Unit – January 26, 2021  
**DATE:** January 8, 2021

**SUMMARY AND PURPOSE:**

A resolution authorizing the adoption of a Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit, effective January 1, 2021, through December 31, 2022.

**BACKGROUND:**

The resolution will authorize the execution of the Collective Bargaining Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit, effective January 1, 2021 through December 31, 2022.

The agreement is for two years, covers approximately 22 budgeted, full-time equivalent employees, and provides for the following wage increases: Effective January 1, 2021, employees shall receive a wage increase of 1 percent. Effective January 1, 2022, employee shall receive a wage increase of 1 percent, and effective July 1, 2022, employees will receive an increase of 1 percent.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Human Resources 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 Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit.

**FISCAL IMPACT:**

Fiscal impact information will be provided by the Office of Management and Budget. 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