



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, Senior Compensation & Benefits Manager
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit – April 26, 2022
DATE: April 8, 2021

SUMMARY AND PURPOSE:

A resolution authorizing execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit, to provide for a change in the across-the-board wage increases scheduled for 2022.

BACKGROUND:

The resolution recommends adoption of a Letter of Agreement to provide for a change in the across-the-board general wage increases scheduled for the bargaining unit in 2022.

The collective bargaining agreement, adopted by Resolution 40739 on January 26, 2021, provides “Me too” language indicating that in the event certain City bargaining units receive “a same-year across-the-board general wage increase to all classifications in excess of the general wage increase provided to classification covered by this Agreement, then the classifications covered by this Agreement will receive an equivalent across-the-board general wage increase”.

The City has triggered the “Me too” provision and has provided a same-year across-the-board general wage increase retroactive to January 1, 2022, to one or more qualifying bargaining units.

Per the “Me too” provision of the agreement, the City shall provide a 2.25 percent general wage increase retroactive to January 1, 2022, to all classifications in the Union. The general wage increase shall take into account the 1 percent increase already provided to bargaining unit members on January 1, 2022, and will cancel the 1 percent wage increase scheduled to be effective July 1, 2022.

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 Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit.

FISCAL IMPACT:

Fiscal impact information will be provided by the Budget Office. 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
- Fiscal Impact Memorandum