



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
 Karen Short, Senior Human Resources Consultant
 Shelby Fritz, Human Resources Director
 Kari Louie, Assistant Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit – August 6, 2024
DATE: July 16, 2024

SUMMARY AND PURPOSE:

A resolution authorizing execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit, regarding compensation for employees in the classification of Biosolids Supervisor.

BACKGROUND:

The resolution authorizes execution of a of a Letter of Agreement (LOA) as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit.

In late 2022, the Parties finalized a collective bargaining agreement effective January 1, 2022, to December 31, 2025. During the bargaining process, the Parties determined that there were limited external market comparators for the Biosolids Supervisor (CSC 5097) classification. The Parties saw value in avoiding future salary compression between the Biosolids Supervisor and the Biosolids Coordinator and agreed to a ten percent (10%) differential between the classifications.

Effective retroactive to January 1, 2024, the Master Gardener Certification and the Washington Organic Recycling Compost Certification will be required qualifications for the Biosolids Supervisor. All future employees hired or promoted into the classification will be required to have the certifications prior to advancing to Step 5.

In acknowledgement of, 1) making the Certifications required; 2) incorporating the certification pay into the base rate of pay in 2024; 3), eliminating additional certification pay described in Section 14.1.C; and 4) maintaining the 10 percent differential; the City will provide the following wage adjustments as follows:

Code	Classification	January 1, 2023	January 1, 2024	January 1, 2025
5097	Biosolids Supervisor	1.75%	2.5% + 5.0%	2.50%

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Letter of Agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ 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, Supervisors' Unit.

FISCAL IMPACT:

Fiscal impact information is 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?

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