



**TO:** Elizabeth Pauli, City Manager

**FROM:** Karen Short, Senior Human Resources Analyst  
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Dylan Carlson, Senior Labor Relations Manager  
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**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 – July 9, 2019

**DATE:** June 14, 2019

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**SUMMARY:**

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit.

**STRATEGIC POLICY PRIORITY:**

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit.

**BACKGROUND:**

The resolution authorizes the execution of a Collective Bargaining Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit. There are 22 full-time, budgeted positions within the bargaining unit.

The agreement provides for a general wage increase for the bargaining unit. Effective January 1, 2020, wages will increase by 3 percent for employees in the classifications of Human Resources Assistant, Human Resources Specialist, and Human Resources Analyst.

Other changes to the agreement include replacing the language of Article 4, Union Recognition and Activities in its entirety to reflect the legal requirements of the *Janus v. AFSCME Council 31* court case to read as written in the Collective Bargaining Agreement; and adding standard language regarding time off and benefits to Appendix A.

**ISSUE:**

Authorization is required to execute the Collective Bargaining Agreement as negotiated with the bargaining unit on behalf of the employees represented by the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit.

**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve the legislation.

**FISCAL IMPACT:**

Fiscal impact has been provided by the Budget Office.