



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Senior Labor Relations Manager  
Karen Short, Senior Human Resources Analyst  
Shelby Fritz, Human Resources Director  
Kari Louie, Assistant Human Resources Director  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize execution of a Collective Bargaining Agreement and Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit – October 25, 2022  
**DATE:** October 7, 2022

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**SUMMARY AND PURPOSE:**

A resolution authorizing execution of a Collective Bargaining Agreement (CBA) and Letter of Agreement (LOA) as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit. The Collective Bargaining Agreement is effective January 1, 2022, through December 31, 2025.

**BACKGROUND:**

The resolution will authorize execution of a Collective Bargaining Agreement (CBA) and Letter of Agreement (LOA) as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit. The Collective Bargaining Agreement is effective January 1, 2022, through December 31, 2025. The agreements have been scheduled for consideration by the Public Utility Board as a resolution on October 12, 2022.

The agreements cover approximately 14 budgeted, full-time equivalent positions, and includes a wage increase in each year of the agreement. Effective retroactive to January 1, 2022, a general wage increase of 2.25 percent will be provided to all classifications, and also includes the following market-based adjustments: Fire Electrical Maintenance Supervisor and Traffic Field Operations Supervisor, 1 percent; Solid Waste Collection Supervisor, 1.75 percent; Biosolids Supervisor, 2 percent; Warehouse Supervisor, 5 percent, and Customer Accounts Supervisor, 4 percent. Effective January 1, 2023, a general wage increase of 2.50 percent will be provided to all classifications, and a market-based adjustment of 1 percent for Fire Electrical Maintenance Supervisor and Traffic Field Operations Supervisor. Effective January 1, 2024, and January 1, 2025, a general wage increase of 2.75 percent will be provided.

Other changes in the CBA include the addition of language regarding wage adjustments that may be needed to avoid salary compression for Biosolids Supervisor and Solid Waste Collection Supervisor and the classifications that they supervise, and the incorporation of the Juneteenth holiday into the agreement.

The Letter of Agreement provides for the transfer of representation for the classification of Warehouse Supervisor from the IBEW 483, Customer and Field Services Unit into the IBEW 483, Supervisors’ Unit.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreements have 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 Collective Bargaining Agreement and 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 and 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?**

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
- Letter of Agreement
- Fiscal Impact Memorandum