



TO: Hyun Kim, Interim City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Kari Louie, Interim Human Resources Director
Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit – November 12, 2025
DATE: October 24, 2025

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit, regarding a new classification of Machine & Fabrication Welder Lead.

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement (LOA) as negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit. The Letter of Agreement was approved by the Public Utility Board as a resolution on October 22, 2025.

The agreement provides for the creation of a new classification titled Machine & Fabrication Welder Lead. The classification will be represented by the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit for the purposes of collective bargaining. The classification will be created as classified, designated as overtime category “A”, and the pay rate set at 10 percent over the classification of Machinist, as established in the collective bargaining agreement for 2025 and 2026. All other terms and conditions for the classification will be consistent with the current collective bargaining agreement.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Letter of Agreement has been reached with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General 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 District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Management Services Office. Department Directors are 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