



TO: Hyun Kim, Interim City Manager
FROM: Linnaea Jablonski, Human Resources Director
 Kari Louie, Assistant Director, Human Resources
 Karen Short, Senior Human Resources Consultant
 Vanessa Peterson, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – March 10, 2026
DATE: February 24, 2026

SUMMARY AND PURPOSE:

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Customer & Field Services Unit, and the Human Resources Unit.

BACKGROUND:

The ordinance provides for implementation of provisions of the Collective Bargaining Agreements (CBA) as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Customer & Field Services Unit and the IBEW, Local 483, Human Resources Unit. The Collective Bargaining Agreement with the IBEW, Local 483, Customer & Field Services Unit is scheduled for consideration by the Public Utility Board as a resolution on February 25, 2026, and both agreements are scheduled for consideration by the City Council as resolutions on March 10, 2026.

For the CBA with the IBEW, Local 483, Customer & Field Services Unit, the ordinance provides for wage increases, and/or market-based adjustments or alignment by classification, in each year of the agreement; and also adds an application of rate to support a pilot project “TPU Customer Service Language Proficiency Program”, with an application of rate of 2 percent for employees covered by the agreement who are certified in an approved language, and act as a foreign language interpreter as assigned.

For the CBA with the IBEW, Local 483 Human Resources Unit, the ordinance provides for wage increases, and/or market-based adjustments or alignment by classification, in each year of the agreement, and also provides a one-time, lump sum for all classifications.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreements have been reached with the International Brotherhood of Electrical Workers (IBEW), Local 483, Customer & Field Services Unit and the IBEW, Local 483, Human Resources Unit, and have 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 the legislation	N/A	Unknown
--------------------------------	-----	---------

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by ordinance is required to implement provisions of the Collective Bargaining Agreements as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Customer & Field Services Unit and the IBEW, Local 483, Human Resources Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Management Services Office and the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

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:

Fiscal Impact Memorandums