



TO: Hyun Kim, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Linnaea Jablonski, Human Resources Director
Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement
with the International Brotherhood of Electrical Workers, Local 483, Supervisors’
Unit – August 18, 2026
DATE: July 27, 2026

SUMMARY AND PURPOSE:

A resolution authorizing execution of a successor Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit, effective January 1, 2026, through December 31, 2028.

BACKGROUND:

The resolution authorizes the execution of a successor Collective Bargaining Agreement (CBA) as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit. The agreement is for three years, covers approximately 49 full time equivalent (FTE) positions and has been scheduled for consideration by the Public Utility Board as a resolution on August 12, 2026.

The agreement provides for wage increases in each year of the agreement. Effective January 1, 2026, the classification of Office Administrator is added to the agreement, and a revised salary range established with a general wage increase of 3 percent applied. Employees in the Office Administrator classification will be placed on the revised salary range on the step closest to, but not less than their current rate of pay; and will not be eligible for longevity pay. Effective January 1, 2026, all other bargaining unit classifications will receive a general wage increase of 3 percent will be provided, and the following market-based wage adjustments by classification as follows:

Code	A	Job Title	Market Adjustment
0041		Customer Accounts Supervisor	4.7%
5017		Solid Waste Collection Supervisor	5.0%
5276		Traffic Field Operations Supervisor	5.0%
0305		Warehouse Supervisor	10.1%
5278		Water Electrical & Controls Supervisor	2.0%

Effective January 1, 2027, and January 1, 2028, a general wage increase of 3 percent will be provided to all classifications in the bargaining unit. Other changes in the agreement include

1. Increase to the amount of the boot allowance for Biosolids Supervisor from \$250 to \$300 per year.
2. Remove language regarding employee participation in the Voluntary Employee Beneficiary Association (VEBA) plan.
3. Elimination of the long-standing practice of wage parity between the Fire Electrical Maintenance Supervisor and Traffic Field Operations Supervisor and the practice of market adjustments for these classifications based on market adjustments received in the 483 Power agreement.
4. Language added providing the City the ability to assign work out of the bargaining unit, or contract out when there is a need for a Group II certification to perform work at Alder Lake Park.
5. Language added regarding Snow/Ice Event Overtime for Office Administrators in Public Works.



- Other language changes to provide clarity related to classified and unclassified employees in the Articles on Grievances, Discipline, and Rights of Appointive Employees.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Collective Bargaining 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 Collective Bargaining 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 with the International Brotherhood of Electrical Workers, Local 483, Supervisors' 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:

Collective Bargaining Agreement
Fiscal Impact Memorandum