



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, Water Unit – June 2, 2026
DATE: May 1, 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, Water Unit, effective January 1, 2025, through December 31, 2027.

BACKGROUND:

The resolution authorizes the execution of a successor Collective Bargaining Agreement (CBA) as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Unit. The agreement is for three years, covers 137 full time equivalent (FTE) employees and has been scheduled for consideration by the Public Utility Board as a resolution on May 13, 2026.

The agreement provides for wage increases in each year of the agreement. Retroactive to January 1, 2025, a general wage increase of 2.75 percent will be provided, as well as market-based adjustments by classification as provided in the table below. Retroactive to January 1, 2026 and effective January 1, 2027 a general wage increase of 3 percent will be provided.

Code	Classification	2025 Market Adjustment
50600	Water Utility Worker	3.00%
50610	Water Service Worker	3.00%
50650	Water Service Supervisor	3.00%
51080	Water Plant Maintenance Worker	3.00%
52250	Water Meter Repair Worker	3.00%
52260	Water Meter Repair Worker, Lead	3.00%
19990	Water Quality Specialist	3.25%
21550	Watershed Inspector	3.25%
53050	Water Service Mechanic	4.25%
50700	Water Pumps & Storage Supervisor	5.75%
50680	Water Supply Supervisor	5.75%
51090	Water Control Station Operator	10.00%
50690	Water Systems Operations Supervisor	10.00%
51120	Water Treatment Plant Operator	12.00%
51100	Water Treatment Plant Supervisor	12.00%

Other changes in the agreement include expanding the double-time holiday premium days from two holidays to four holidays per year (adding New Years Day and Independence Day); an increase to the remote reporting allowance for a Water Utility Worker in the apprenticeship program from \$14 to \$22 per day for travel expenses; an increase to the eligible reimbursement for new hires for work boots from



\$200 to \$250; providing for alternate work schedules for employees assigned to the Green River Treatment Plant; adding clarifying language regarding set ups to lead vacancies, and employee responsibilities when on standby assignments; and providing a one-time, lump sum payment of \$2,500 to each Water Treatment Plant Operator employed on January 1, 2025.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Collective Bargaining Agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Water 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, Water Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget 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