



TO: Hyun Kim, Interim City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
 Linnaea Jablonski, Human Resources Director
 Kari Louie, Assistant 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, Customer & Field Services Unit – March 10, 2026
DATE: February 12, 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, Customer & Field Services Unit, effective retroactive from January 1, 2025, through December 31, 2027.

BACKGROUND:

The resolution recommends approval of a Collective Bargaining Agreement (CBA) as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Customer & Field Services Unit. The agreement is for three years and covers approximately 174 full-time equivalent (FTE) positions. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on February 25, 2026.

The agreement provides for wage increases, and/or market-based adjustments or alignment by classification, in each year of the agreement as follows:

Code	A	Job Title	2025 GWI	2025 Market/ Alignment	2026 GWI	2026 Market	2027 GWI	2027 Market
0611		Customer Service Representative	2.75%	4.25%	3.00%	2.00%	3.00%	1.50%
0018		Mail & Stock Processor	2.75%	3.25%	3.00%		3.00%	
0601		Meter Reader	2.75%	2.00%	3.00%	2.00%	3.00%	1.50%
0602		Advanced Meter Field Investigator		10% over 0611	3.00%	2.00%	3.00%	1.50%
0603		Advanced Meter Field Investigator, Lead		15% over 0612	3.00%	2.00%	3.00%	1.50%
0608		Customer Service Representative, Lead		15% over 0612	3.00%	2.00%	3.00%	1.50%
0612		Customer Service Representative, Technical		10% over 0611	3.00%	2.00%	3.00%	1.50%
0012		Mail & Stock Processor, Senior		10% over 0018	3.00%		3.00%	
0607		Workforce Coordinator		15% over 0612	3.00%	2.00%	3.00%	1.50%

Other changes to the agreement include:

1. Clarifying language regarding shift bidding, and the filling of vacancies for TPU Customer Service positions.
2. Incorporating language from a previous Letter of Agreement regarding Advanced Meter Field Investigator into the agreement.
3. Clarifying language regarding how overtime rules will be applied for employees working in the TPU Customer Solutions Office.
4. Increasing the amount of the reimbursement available for eligible employees assigned to TPU Field Operations from \$200 to up to \$300 for one (1) pair of safety shoes, or if an employee elects to purchase two pairs of safety shoes, a reimbursement up to \$200 per pair.
5. Modifying language regarding ARC rain gear for Automated Meter Field Investigators, to provide that the Utility will repair or replace rain gear, instead of a reimbursement.
6. Clarifying language regarding provided uniforms and cleaning to employees performing work in the field, and the specific items to be provided.



- 7. Adding 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.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the International Brotherhood of Electrical Workers (IBEW), Local 483, Customer & Field Services Unit, and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: *Equity Index Score:* 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)
1. Do not approve execution of the Collective Bargaining Agreement	N/A	Unknown

EVALUATION AND FOLLOW UP:

Please include what performance measures and/or benchmarks you have identified that indicate success. Explain how you will follow up with staff and/or Council to report success or changes.

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to execute the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Customer & Field Services 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?

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
- Fiscal Impact Memorandum