



**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, Human Resources Unit – March 24, 2026  
**DATE:** February 24, 2026

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**SUMMARY AND PURPOSE:**

A resolution authorizing execution of a successor Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Human Resources 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, Human Resources Unit.

The resolution recommends approval of a Collective Bargaining Agreement (CBA) as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Human Resources Unit. The agreement is for three years and covers approximately 25 full-time equivalent (FTE) positions.

The agreement provides for a general wage increase in each year of the agreement. The agreement provides for a general wage increase retroactive to January 1, 2025, for all classifications of 2.75 percent, and provides for a market adjustment of 3.00 percent for Human Resources Assistants, 1.25 percent to Human Resources Specialists, and 3.50 percent to Human Resources Analysts. Effective retroactive to January 1, 2026, 3.00 percent general wage increase will be provided. Effective January 1, 2027, a general wage increase of 3.00 percent will be provided. In addition, employees who are active as of the date of City Council ratification of the agreement will receive a one-time lump sum signing bonus of \$1,000 for Human Resources Assistants and Human Resources Specialists, and \$2,250 for Human Resources Analysts.

Other changes to the agreement include:

1. Clarifying language regarding the notice of intent to discipline timeline to be within 120 days of the incident, that the union will be notified of an ongoing investigation if anticipated to exceed this timeframe, and the allowance of an additional extension if the employee is on an authorized leave of absence.
2. Addition of language allowing for consideration of individual training and development opportunities on a case-by-case basis.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the International Brotherhood of Electrical Workers (IBEW), Local 483, Human Resources 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, Human Resources 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?**

**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