

July 24, 2026

MEMORANDUM

To: City Council
From: Karina Bull, Analyst
Subject: Council Vote on Labor Legislation / CB 121256, 121257, 121258

Introduction and Overview

On July 28, the City Council will discuss and may vote on three Council Bills (CBs) that would impact the terms and conditions of work for represented employees:

- [CB 121256](#) – SDHR PROTEC 17 Fire Service Engineers (Accretion)
- [CB 121257](#) – SDHR Local 77 (Collective Bargaining Agreement)
- [CB 121258](#) – SDHR PROTEC 17 Bridge Maintenance Supervisors (Salary Inversion)

This memorandum summarizes the content and fiscal impacts of each bill.

Summaries

1. CB 121256 – SDHR PROTEC 17 Fire Service Engineers (Accretion)

CB 121256 would authorize a [Memorandum of Agreement](#) (MOA) between the City and the Professional and Technical Employees, Local 17 (PROTEC 17) regarding the accretion of the Fire Protection Engineer classification series into the PROTEC 17 Strategic Advisors and Managers Collective Bargaining Agreement (CBA), effective July 7, 2025 through December 31, 2026.

The MOA would cover five employees in the Seattle Fire Department. Employees in these positions review and approve fire protection and life safety systems and building plans and drawings to ensure conformance with Fire and Life Safety codes. The agreement would include a 9.4 percent salary increase for each employee and the provisions in the existing Strategic Advisors and Managers CBA.

Per the [Summary and Fiscal Note](#), the one-time cost of this agreement in 2026 would be \$225,000. CBO plans to include additional appropriations to cover this cost in the Year-End Supplemental Ordinance transmitted to Council in September. Ongoing annual costs of \$225,000 would be included in future proposed budgets. All costs would be borne by the General Fund (GF).

2. CB 121257 – SDHR Local 77 (Collective Bargaining Agreement)

CB 121257 would authorize a CBA between the City and the International Brotherhood of Electrical Workers, Local 77 (Local 77), effective January 23, 2026 through January 22, 2030.

The CBA would cover 548 electrical workers in Seattle City Light (SCL). The agreement would include negotiated wage adjustments for specific positions (ranging from 5 to 15 percent) that were informed by comparative market studies and general Annual Wage Increases (AWIs) as follows:

- 2026 – 3.7 percent
- 2027 – CPI-W (minimum 2.5 percent increase and maximum 6 percent increase)
- 2028 – CPI-W (minimum 2.5 percent increase and maximum 6 percent increase)

The maximum 6 percent AWI increase in 2027 and 2028 is intended to address recruitment and retention challenges. Currently, SCL has over 80 skilled technician vacancies, and nearly 88 percent of its employees live in Tacoma and Snohomish where salaries are at or above the City's rates.

Per the [Summary and Fiscal Note](#), the one-time cost for this agreement in 2026 would be \$7 million. CBO plans to include additional appropriations to cover this cost in the Year-End Supplemental Ordinance. Ongoing annual costs (starting with an additional \$17 million in 2027) would be included in future proposed budgets. All costs would be borne by the SCL Fund.

3. CB 121258 – SDHR PROTEC 17 Bridge Maintenance Supervisor (Salary Inversion)

[CB 121258](#) would authorize a Memorandum of Understanding (MOU) between the City and PROTEC 17 to correct pay inversion for the Bridge Electrical Maintenance Supervisor and Bridge General Maintenance Supervisor positions in SDOT, effective January 1, 2023 through December 31, 2026.

Pay inversion happens when a subordinate classification is paid more than a senior or supervisory classification. After 500 job titles across the City received a negotiated wage adjustment under the [2023-2026 Coalition Agreements](#), some senior or supervisor classifications experienced pay inversion, including the Bridge Electrical Maintenance Supervisor and Bridge General Maintenance Supervisor positions.¹

Per the [Summary and Fiscal Note](#), the one-time cost for correcting this pay inversion in 2026 would be \$137,784. CBO has not yet determined whether this cost would be absorbed within SDOT appropriations for 2026 or in future years. Ongoing annual costs of \$44,000 would be included in future proposed budgets. Most of these costs would be borne by the GF, with the Bridge Cleaning Fund covering 25 percent of the Bridge General Maintenance Supervisor position.

¹ SDHR has transmitted separate legislation ([CB 121219](#)) that would correct both pay compression (i.e., when the difference in pay between employees at different levels of a classification series, such as journey, senior, and supervisor, becomes too small to reflect differences in responsibility) and pay inversion for non-represented classifications.

Next steps

If the Council approves these bills, the Executive would implement the terms and conditions of each agreement and CBO would transmit legislation to authorize appropriations to City departments, as necessary.

Please contact Karina Bull or Lish Whitson if you have questions about any of these bills.

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