Summary and Fiscal Note

1. Legislation Summary

Department: Seattle Department of Human Resources

Title: An ordinance relating to City employment; authorizing execution of a collective bargaining agreement between The City of Seattle and Seattle City Light and the International Brotherhood of Electrical Workers, Local 77; and ratifying and confirming certain prior acts.

Background: This legislation authorizes the Mayor to implement a collective bargaining agreement between the City of Seattle (City), Seattle City Light (SCL), and the International Brotherhood of Electrical Workers (Local 77). The collective bargaining agreement covers wages, benefits, hours, and other working conditions for the period from January 23, 2026, through January 22, 2030. This legislation affects approximately 548 regularly appointed City employees within SCL. The previous collective bargaining agreement expired on January 22, 2026.

The collective bargaining agreement provides the following financial provisions for the specific class series effective January 23, 2026.

1. A 15.5 percent wage adjustment for the Power Structure Mechanic series, applied incrementally at 5 percent for three years;
2. A 10.0 percent wage adjustment for the Electrical Work Reviewer Crew Chief;
3. A 6.0 percent wage adjustment for Structural Iron Series;

4. A 5.0 percent wage adjustment for Crew Coordinators;
5. A structural realignment of classifications to maintain the historical wage differential between the Hydroelectric Operator Chief and the Hydroelectric Operator II classifications.
6. A shift differential of 6.0 percent of the base hourly rate for all hours regularly scheduled, except for the regular day shift (first shift).
    a. Employees who were already receiving a 10.0 percent shift differential as of the effective date of the successor agreement shall be grandfathered in at that rate.

Wage adjustments were determined based on a comparative study of other utility comparators and the market-average comparative classifications. This study was conducted by SCL Human Resources.

The contract also includes the following Annual Wage Increase (AWI) provisions for 2026 through 2029:

1. A 3.7 percent annual wage increase in 2026;
2. An annual wage increase in 2027 equal to 100 percent of the annual growth rate of the Seattle-Tacoma-Bellevue area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) from June over June, with a minimum increase of 2.5 percent and a maximum increase of 6.0 percent;
3. An annual wage increase in 2028 equal to 100 percent of the annual growth rate of the Seattle-Tacoma-Bellevue area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) from June over June, with a minimum increase of 2.5 percent and a maximum increase of 6.0 percent; and,

4. An annual wage increase in 2029 equal to 100 percent of the annual growth rate of the Seattle-Tacoma-Bellevue area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) from June over June, with a minimum increase of 2.5 percent and a maximum increase of 6.0 percent.

The maximum of 6 percent for this contract 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. This creates a competitive salary environment.

Summary Attachments:

Summary Attachment 1 – Draft Agreement By and Between The City of Seattle and the City Light Department and the International Brotherhood of Electrical Workers Local No. 77

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2. Capital Improvement Program (CIP)

Does this legislation create, fund, or amend a CIP Project?

☐ Yes

☒ No

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3. Summary of Financial Implications

Does this legislation have financial impacts to the City?

☒ Yes

☐ No

a. Expenditure Change to Other Funds

2026	2027 est.	2028 est.	2029 est.	2030 est.
$7,022,977	$17,429,017	$28,485,288	$40,023,224	$40,023,224

The baseline wage used for the above costing was the 2025 actuals for regular and overtime, $163,613,025. Actual costs may vary because overtime actuals change based on workload needs and may be impacted significantly by weather conditions. All costs associated with this contract will be borne by the Light Fund and Seattle City Light. Consideration for cost increases associated with this and future collective bargaining agreements is included as part of the rate packages considered by the City Council.

Table 1: Detailed Costing Table

Years	**2026**	**2027**	**2028**	**2029**	**4 Year Total**
2025 Actuals - Baseline	**$163,613,025**	**$163,613,025**	**$163,613,025**	**$163,613,025**	**$654,452,098**
2026 - Wage Adjustment, Selected Titles	$741,828	$741,828	$741,828	$741,828	$2,967,312
2026 - 3.7% AWI	$6,125,505	$6,125,505	$6,125,505	$6,125,505	$24,502,021
2027 - 2nd Wage Adjustment, Power Structural Mechanics (PSM) Only		$147,021	$147,021	$147,021	$441,063
2027 - Maximum 6% AWI		$10,237,643	$10,237,643	$10,237,643	$30,712,928
2028 - Final Wage Adjustment, PSM Only			$171,427	$171,427	$342,853
2028 - Maximum 6% AWI			$10,862,187	$10,862,187	$21,724,374
2029 - Maximum 6% AWI				$11,513,918	$11,513,918
Shift Differential beginning 2026	$155,644	$177,020	$199,678	$223,695	$756,037
Total Annual Increment	**$7,022,977**	**$17,429,017**	**$28,485,288**	**$40,023,224**	**$92,960,506**

This legislation does not change revenue or position counts.

3a. Appropriations

Necessary appropriations related to this contract legislation will be addressed in the 2026 Year-End Supplemental Ordinance and the 2027-2028 Proposed Budget as required.

3d. Other Financial Impacts

a. Does this legislation create any other financial impacts for The City of Seattle, such as direct or indirect costs, one-time or ongoing, that aren't mentioned above? If yes, please explain these impacts.

No, all financial impacts are noted.

b. If the legislation has costs that can be covered within the current budget, explain how. Does the department have extra resources in its budget to handle these costs? Or does the department need to shift resources away from other work to handle these costs?

CBO will forward legislation to amend appropriations as required related to this legislation in 2026 and beyond. In some cases, employee wage growth is already factored into project planning and appropriations so appropriations and this legislation may not directly align.

c. What financial costs or other impacts might happen if this legislation is not implemented?

Legislation is required to implement bargained-for wages and changes to union members' working conditions. There may be other implications and legal risks if this legislation is not authorized.

d. How might this legislation affect other City departments besides the one that proposed it?

There are financial and operational impacts to Seattle City Light, where Local 77 members are employed.

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4. Other Impacts

a. Does this legislation require a public hearing?

☐ Yes

☒ No

b. Does this legislation require a notice to be published in The Daily Journal of Commerce and/or The Seattle Times?

☐ Yes

☒ No

c. Does this legislation affect a piece of property?

☐ Yes

☒ No

d**.** Race and Social Justice Initiative impacts:

1. How does this legislation affect vulnerable or historically disadvantaged communities? How did you come to this conclusion? Please consider both impacts within City government (like employees and internal programs) and in the broader community.

This collective bargaining agreement includes enhancements to pay and working conditions for union members, including BIPOC and women.

2. Please attach any Racial Equity Toolkits or other racial equity analyses used to develop or assess this legislation.

None

3. What is the Language Access Plan for communicating with the public about this legislation?

Not Applicable

e. Climate change impacts:

1. Emissions: Will this legislation significantly increase or decrease carbon emissions? Attach any studies or materials that inform your answer.

Not Applicable

2. Resiliency: Will this legislation make Seattle more or less able to adapt to climate change? If it reduces resiliency, explain what can be done to lessen the impact.

Not Applicable

f. If this legislation creates a new program or expands an existing one, what are the long-term, measurable goals? How will this legislation help achieve those goals? What methods will be used to track progress?

Not Applicable

g. Does this legislation create a non-utility CIP that involves shared funding with a non-City partner or organization?

No