

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

THE CITY OF SEATTLE

AND

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL NO. 77 -
INFORMATION TECHNOLOGY PROFESSIONALS' UNIT**

**RE: Collective Bargaining Agreement Extension
Effective January 1, 2026 through December 31, 2026**

This MOU is entered into by and between the City of Seattle (“City”) and the International Brotherhood of Electrical Workers, Local No. 77, Information Technology Professionals’ Unit, (“Union”), (collectively, the “Parties”) and sets forth the terms of a one (1) year extension of the Parties’ previous collective bargaining agreement that expired on December 31, 2025 (“1/1/23-12/31/25 L77 ITP Unit”).

Background:

- The parties have a collective bargaining agreement that expires on December 31, 2025. As part of this collective bargaining agreement the parties have agreed to engage in bargaining over the Talent Modernization Project. This project is regarding bringing the ITP classifications into alignment and create new clear IT classifications that align with the work being performed. It was anticipated this modernization project would have been completed prior to the expiration of the current collective bargaining agreement. Although the Union and the Department have been working in good faith to bring this project to conclusion, the city is in need of more time.

As such the Parties agree to the terms and conditions outlined below:

Annual Wage Increase:

Effective January 10, 2026, employees’ base wages will be increased one hundred percent (100%) of the annual average growth rate of the bi-monthly Seattle-Tacoma Bellevue area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the period June 2023 over June 2024 to the period June 2024 over June 2025. However, this percentage increase shall not be less than two percent (2%) nor shall it exceed four percent (4.0%). After calculating new base wage for 2026 using the formula above, the base wage will have an additional one-point-zero-percent (1.0%) added, the total not to exceed five percent (5%).

Other Terms and Conditions:

- The Union agrees to recommend this MOU to its membership.
- The Parties agree that the term of this MOU is January 1, 2026 through December 31, 2026.
- The Parties further agree that all other terms and conditions of the L77 ITP CBA set to expire on December 31, 2025 shall remain in full force and effect during the one (1) year term of this MOU.
- The City of Seattle agrees to prepare and submit to the legislative process for the new classification structure in the first quarter of 2026 as a part of the IT Talent Modernization Project. This legislation is subject to the City Council legislative process and Council authorization.

This constitutes the entire agreement between the Parties regarding the subject matter herein and all Parties acknowledge that there are no side agreements, written, oral, or otherwise. No modification to this agreement is valid unless in writing and signed by the Parties.

Signed this _____ day of _____, 2025.

IBEW LOCAL 77

CITY OF SEATTLE

By _____
Rex Habner
Business Manager/ Financial Secretary

By _____
Bruce Harrell, Mayor

By _____
Steve Kovac
Business Representative

By _____
Chase Munroe
Interim Labor Relations Director

By _____
Jeff Clark
Labor Negotiator