

SUMMARY and FISCAL NOTE

Department:	Dept. Contact:	CBO Contact:
Seattle Department of Human Resources	Jana Weaver	Alyssa Ha

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to City employment; authorizing the execution of a collective bargaining agreement between The City of Seattle and the International Brotherhood of Electrical Workers Local No. 77 (Seattle Department of Transportation), effective from January 23, 2023, through January 22, 2028; and ratifying and confirming certain prior acts.

Summary and Background of the Legislation: This legislation authorizes the Mayor to implement a collective bargaining agreement between the City of Seattle (“City”) and the International Brotherhood of Electrical Workers Local No. 77 (Seattle Department of Transportation) (“Local 77 SDOT”). The collective bargaining agreement is a five-year agreement on wages, benefits, hours, and other working conditions for the period from January 22, 2023, through January 22, 2028. This legislation affects 27 regularly appointed employees.

The collective bargaining agreement provides for a 5 percent wage increase in 2023; a 4.5 percent wage increase in 2024; conversion to salary steps in 2025; 100 percent of the percentage increase in the Seattle-Tacoma-Bellevue area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for June 2024 over June 2023, with a minimum percentage increase of 2 percent and maximum percentage increase of 4 percent, in 2026; and a market rate adjustment of 1 percent in 2027. After applying this 1 percent market rate adjustment, base wage rates will be increased by 100 percent of the percentage increase in the Seattle-Tacoma-Bellevue area CPI-W index for June 2025 over June 2026, with a minimum percentage increase of 1.5 percent and a maximum of 3 percent, in 2027.

Effective contract year 2023, each employee covered under this agreement will receive an annual allowance of \$325 for the purchase of protective footwear, clothing, tools, and equipment. Overtime meal allowance will be provided at a rate of \$35 per qualifying meal. Shift differential, when applicable, will be \$1.25 per hour for all hours worked. Health care cost sharing will continue as in the previous agreement: the City will pay 90 percent and employees will pay 10 percent of such costs.

The collective bargaining agreement provides for other working conditions. Effective 60 days after ratification, employees with 4 to 7 years of service will receive 16 annual vacation days, with increasing number of annual vacation days at years 8-13 (20 days), 14-18 (23 days), 19 (24 days), 20 (25 days), 21 (26 days), 22 (27 days), 23 (28 days), 24 (29 days), and 25+ (30 days). Employees will be allowed up to 40 hours of bereavement leave (full day increments or increments of one hour) in the event of death of any relative, defined as any person related to the employee by blood, marriage, adoption, fostering, guardianship, in loco parentis, or domestic

partnership. Employees will also be allowed up to one year of unpaid release time to work for the union. The collective bargaining agreement also provides for new working rules and premium structures related to emergency call-outs, and working rules for apprentices, among other items.

The Seattle Department of Transportation will absorb retroactive payments for 2023, 2024, and 2025 within current 2025 Adopted Budget appropriations, if processed before year end. Ongoing costs associated with this agreement will be addressed as part of the 2026 Mid-Year Supplemental process as required.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? ☐ Yes ☒ No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation have financial impacts to the City? ☒ Yes ☐ No

Labor Relations developed the below estimates to approximate the costs of ratifying the agreement:

	2022 (Baseline)	2023 (Year 1)	2024 (Year 2)	2025 (Year 3)	2026 (Year 4)	2027 (Year 5)	5 Year Total
Wages ¹							
2022 - Baseline	\$5,268,421						
2023 - 5.0% AWI		\$5,531,842					
2024 - 4.5% AWI			\$5,780,775				
2025 - conversion to step system				\$6,249,544			
2026 - 2% min-4% max CPI-W					\$6,499,525		
2027 - One-time 1% wage adjustment						\$64,995	
2027 - 1.5% min-3% max CPI-W						\$6,761,456	
5 year total							\$30,823,142
Boot/Clothing Allowance (Inc beginning 2023) ²	\$0	\$1,131	\$1,414	\$1,697	\$1,979	\$1,979	\$8,200
OT Meal Allowance (Inc beginning in 2025) ³	\$0	\$0	\$0	\$7,220	\$7,220	\$7,220	\$21,659
Standby Premium (beginning in 2025) ⁴	\$0	\$0	\$57,927	\$60,244	\$63,256	\$66,419	\$118,171
Vacation Leave Accrual (incr beginning in 2025) ⁵	\$0	\$0	\$0	\$11,052	\$11,494	\$11,839	\$34,384
Total	\$5,268,421	\$5,532,973	\$5,840,116	\$6,329,756	\$6,583,474	\$6,848,913	\$31,005,556

3.d. Other Impacts

Does the legislation have other financial impacts to The City of Seattle, including direct or indirect, one-time or ongoing costs, that are not included in Sections 3.a through 3.c? If so, please describe these financial impacts.

No.

If the legislation has costs, but they can be absorbed within existing operations, please describe how those costs can be absorbed. The description should clearly describe if the absorbed costs are achievable because the department had excess resources within their existing budget or if by absorbing these costs the department is deprioritizing other work that would have used these resources.

N/A

Please describe any financial costs or other impacts of *not* implementing the legislation. Legislation is required to implement bargained-for wages and changes to union members' working conditions. There may be other implications and legal risks for not authorizing this legislation.

Please describe how this legislation may affect any City departments other than the originating department.

There are financial and operational impacts to the Seattle Department of Transportation.

4. OTHER IMPLICATIONS

a. Is a public hearing required for this legislation?

No.

b. Is publication of notice with The Daily Journal of Commerce and/or The Seattle Times required for this legislation?

No.

c. Does this legislation affect a piece of property?

No.

d. Please describe any perceived implication for the principles of the Race and Social Justice Initiative.

i. How does this legislation impact vulnerable or historically disadvantaged communities? How did you arrive at this conclusion? In your response please consider impacts within City government (employees, internal programs) as well as in the broader community.

This collective bargaining agreement includes enhancements to pay and working conditions for union members, some of whom are BIPOC and women. Additionally, the collective bargaining agreement memorializes the City's and Local 77 SDOT's shared commitments of attracting and retaining a diverse workforce and a shared intent to continue partnering in recruitment and workforce development initiatives,

including apprenticeships, to increase the participation of historically marginalized groups in the trades.

ii. Please attach any Racial Equity Toolkits or other racial equity analyses in the development and/or assessment of the legislation.

iii. What is the Language Access Plan for any communications to the public?
N/A

e. Climate Change Implications

i. Emissions: How is this legislation likely to increase or decrease carbon emissions in a material way? Please attach any studies or other materials that were used to inform this response.

N/A

ii. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.

N/A

f. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s)? What mechanisms will be used to measure progress towards meeting those goals?

N/A

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

No.

5. ATTACHMENTS

Summary Attachments:

Summary Attachment 1 – Bill Draft Agreement by and between The City of Seattle and International Brotherhood of Electrical Workers Local No. 77 (Seattle Department of Transportation)