

Memorandum of Understanding

By and Between

The City of Seattle and PROTEC 17

RE: Wage adjustments for Bridge Electrical Maintenance Supervisor and Bridge Maintenance General Supervisor positions at SDOT

The City of Seattle (“City”) and PROTEC17 (“Union”) (jointly the “Parties”) hereby enter into this agreement to adjust the wages for the classifications of Bridge Electrical Maintenance Supervisor and Bridge Maintenance General Supervisor as described below.

Background:

The Union has a Collective Bargaining Agreement¹ (“CBA”) with the City. The Union represents the classifications of Bridge Electrical Maintenance Supervisor and Bridge Maintenance General Supervisor and they are covered under the Appendix B (“Technical Unit”) of the CBA. The City currently has one (1) total position in each of these classifications and both positions work at the Seattle Department of Transportation (“SDOT”).

On October 9, 2025, the Union filed a demand to bargain and requested that the City engage in bargaining to address a wage discrepancy between these two supervisory positions and their subordinate positions. At the time the Union filed its demand to bargain, wages for the two supervisory positions described herein were lower than the wages of their subordinate positions. On October 15, 2025, the City agreed to bargain regarding wages for the classifications of Bridge Electrical Maintenance Supervisor and Bridge Maintenance General Supervisor only and if approval was granted under SMC 4.04.120.

On June 1, 2026, the Parties met to exchange proposals and have reached the following agreement:

2023 Wages

¹ The applicable CBA is the Agreement By And Between the City of Seattle and PROTEC17 Units: Professional, technical, Senior Business, Senior Professional, and Administrative Support, Effective January 1, 2023 through December 31, 2026

The Parties hereby agree to modify B.1 of the CBA such that wages effective January 4, 2023 are as listed below and include the wage increase as described by Art. 9.2 and applied per Art. 9.6:

Title	Step 1	Step 2	Step 3	Step 4	Step 5
Bridge Electrical Maintenance Supervisor	58.85	61.25	63.65	-	-
Bridge Maintenance General Supervisor	47.61	49.51	51.57	53.50	55.43

2024 Wages

The Parties hereby agree to modify B.2 of the CBA such that wages effective January 3, 2024 are as listed below and include the wage increase as described by Art. 9.3 and applied per Art. 9.6:

Title	Step 1	Step 2	Step 3	Step 4	Step 5
Bridge Electrical Maintenance Supervisor	61.50	64.01	66.51	-	-
Bridge Maintenance General Supervisor	49.75	51.74	53.89	55.91	57.92

2025 Wages

The Parties hereby agree to modify B.3 of the CBA such that wages effective January 4, 2025 are as listed below and include the wage increase described by Art. 9.4 and applied per Art. 9.6.

Title	Step 1	Step 2	Step 3	Step 4	Step 5
Bridge Electrical Maintenance Supervisor	63.96	66.57	69.17	-	-
Bridge Maintenance General Supervisor	51.74	53.81	56.05	58.14	60.24

2026 Wages

The Parties hereby agree to modify B.4 of the CBA such that wages effective December 31, 2025 are as listed below and include the wage increase described by Art. 9.5 and applied per Art. 9.6.

Title	Step 1	Step 2	Step 3	Step 4	Step 5
Bridge Electrical Maintenance Supervisor	66.26	68.96	71.66	-	-
Bridge Maintenance General Supervisor	53.61	55.74	58.06	60.24	62.41

Entire Agreement

The Parties agree that the wages listed above for the Bridge Electrical Maintenance Supervisor and Bridge Maintenance General Supervisor classifications are the final wage rates for these classifications for the term of the CBA and there are no other outstanding wage adjustments that will be made to either of these classifications for the term of the CBA. The \$1.75 premium denoted by “****” of Appendix B of the CBA is not altered, adjusted, or modified by this Agreement and will continue to be applied as described in the CBA.

The Parties further agree that this Agreement does not alter, adjust or modify wages for any other classifications covered by the CBA that are not specifically stated herein.

The Parties agree that they have fully met their bargaining obligations under RCW 41.56 and upon execution of this Agreement, the Union’s October 9, 2025 demand to bargain is fully resolved.

Should any disputes regarding the implementation of this Agreement arise, the parties agree to first meet to discuss such disputes. If the Parties are unable to resolve such disputes, they are subject to the grievance procedure in the CBA.

Following approval of this Agreement pursuant to SMC 4.04.120.D, the City will implement the wage rates described herein as soon as practicable.

Executed under authority of Ordinance _____.

This __ day of _____, 2026.

PROTEC 17

CITY OF SEATTLE

By: _____
Karen Estevenin
Executive Director

By: _____
Katie B. Wilson
Mayor

By: _____
Teasha Karell
Union Representative

By: _____
William Winfield
Labor Relations Director

By: _____
Steven Pray
Union Representative

By: _____
Jana Weaver
Labor Negotiator