

CITY OF SEATTLE
ORDINANCE 126975
COUNCIL BILL 120731

AN ORDINANCE relating to City employment; authorizing the execution of a Memorandum of Agreement between The City of Seattle and the International Brotherhood of Electrical Workers, Local 77; and ratifying and confirming certain prior acts.

WHEREAS, as a result of the January 23, 2021, through January 22, 2023, contract negotiations, The City of Seattle (the “City”) and the International Brotherhood of Electrical Workers, Local 77 (“Local 77”) agreed to conduct a wage study of the Power Dispatcher classification series existing exclusively at Seattle City Light; and

WHEREAS, upon completion of the wage study, the City and Local 77 entered into negotiations on adjusting the pay for the Power Dispatcher classification series to recruit and retain qualified staff; and

WHEREAS, the City and Local 77 came to a tentative agreement, as memorialized in the attached Memorandum of Agreement; and

WHEREAS, separate, future legislation will be forwarded by the City Budget Office early in 2024 to authorize appropriation of funds to cover compensation items authorized in the attached Memorandum of Agreement; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

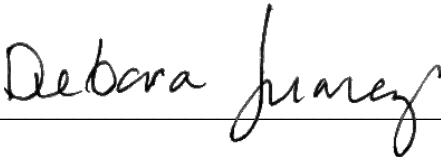
Section 1. As requested by the Seattle Human Resources Director and recommended by the Mayor, the Mayor is authorized on behalf of the City to execute a Memorandum of Agreement with the International Brotherhood of Electrical Workers Local 77, substantially in the form attached to this ordinance as Attachment 1 and identified as “Memorandum of Agreement By and Between Seattle City Light and the International Brotherhood of Electrical

1 Workers, Local 77 Regarding 2023 Seattle City Light Power Dispatcher Classification Series
2 Wage Study.”

3 Section 2. Any act consistent with the authority of this ordinance and prior to its effective
4 date is ratified and confirmed.

1 Section 3. This ordinance shall take effect and be in force 30 days after its approval by
2 the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it
3 shall take effect as provided by Seattle Municipal Code Section 1.04.020.

4 Passed by the City Council the 12th day of December, 2023,
5 and signed by me in open session in authentication of its passage this 12th day of
6 December, 2023.

7 

8 President _____ of the City Council

9 Approved / returned unsigned / vetoed this 28th day of December, 2023.

10 

11 Bruce A. Harrell, Mayor

12 Filed by me this 28th day of December, 2023.

13 

14 Scheereen Dedman, City Clerk

15 (Seal)

16 Attachments:
17 Attachment 1 – Memorandum of Agreement By and Between Seattle City Light and the
18 International Brotherhood of Electrical Workers, Local 77 Regarding 2023 Seattle City
19 Light Power Dispatcher Classification Series Wage Study
20

**Memorandum of Agreement
By and Between
Seattle City Light
And
The International Brotherhood of Electrical Workers, Local 77
Regarding 2023 Seattle City Light Power Dispatcher Classification Series Wage Study**

This Memorandum of Agreement (“MOA”) regarding Seattle City Light Power Dispatcher Classification Series Wage Study is made and entered in to between the City of Seattle (“City”), Seattle City Light (“SCL”), and IBEW Local 77 (“Union”), (collectively the “Parties”). The terms of this MOA shall amend the wages of the three (3) existing Power Dispatcher classifications as contained herein.

Background

As a result of the January 23, 2021 through January 22, 2023 contract negotiations, the Parties agreed to conduct a Power Dispatcher Classification Wage Study as follows:

“The Parties agree to the following regarding a Power Dispatcher Wage Study – Within 6 months of full execution of this agreement, the Union, the City, and City Light agree to conduct a Wage Study of the Power Dispatcher classification series. The wage study shall include comparable utilities with similar control center responsibilities. The Union, the City, and City Light shall mutually agree to utilities that are determined to be comparable. By mutual agreement and upon completion of the wage study, the parties agree to initiate negotiations regarding the impacts of the study. The Union, the City, and City Light further agree that any agreed upon wage increases as a result of this study to the titles included in this classification series shall be retroactively effective to January 23, 2021.”

In accordance with the above agreement a wage study was conducted and completed on March 7, 2023 after receiving feedback from the Union. Subsequently, negotiations were initiated and completed with a favorable ratification vote being received by the Union on August 17, 2023.

Agreement

As a result of the completion of negotiations on August 17, 2023, the Parties have agreed to the following:

1. The Power Dispatcher Classification series exists exclusively at SCL and in no other City department. The wage adjustments contained herein shall only be applied to the Assistant Power Dispatcher, Power Dispatcher, and Senior Power Dispatcher classifications at SCL (“the Series”).
2. The wage adjustments contained herein will be applied to the Series retroactive to January 23, 2021.
3. The wage adjustments contained herein shall be applied to the Series prior to any future wage increases effective January 23, 2021.

4. The wage adjustments contained herein represent compensation at the “Median Market Mid-Point” as aligned with the City’s Classification and Compensation Philosophy.
5. The wage adjustments for the Series shall be as follows:

Job Title	Current Pay Band				Market Variance	New Pay Rate Step 1	New Pay Rate Step 2	New Pay Rate Step 3
	Step 1	Step 2	Step 3					
Assistant Power Dispatcher	\$51.51	\$53.57	\$55.63		13.83%	\$58.63	\$60.98	\$63.32
Power Dispatcher	\$61.75	\$63.93	\$66.14		27.57%	\$78.77	\$81.56	\$84.37
Senior Power Dispatcher		\$74.79			21.12%	\$90.59		

6. This Agreement contains the entire agreement between the Parties with regard to the matters set forth herein and constitutes full and final settlement.
7. The Parties willingness to enter into this Agreement shall have no precedential effect on their future dealings and negotiations. This Agreement is specific and limited to resolution of the specific matters contained herein and does not alter the Collective Bargaining Agreement between the Parties.
8. Any dispute over the interpretation, application, or enforceability of this Agreement shall be exclusively subject to the grievance procedure set forth in the current Collective Bargaining Agreement between the Parties.

For City of Seattle:

Bruce A. Harrell, Mayor
Date Signed: _____

For Seattle City Light:

Mike Haynes, Interim General Manager and CEO
Date Signed: _____

For Seattle Human Resources:

Richard Groff, Labor Relations Negotiator
Date Signed: _____

For Union:

Steve Kovac, Business Representative
Date Signed: _____