

October 21, 2025

MEMORANDUM

To: Seattle City Council
From: Amanda Allen, Analyst
Subject: Council Bill 121088 – Collective Bargaining Agreement for Local 77, Electrical Workers

On October 28, 2025, the City Council will discuss and possibly vote on [Council Bill \(CB\) 121088](#) which authorizes the collective bargaining agreement (CBA) between The City of Seattle and the International Brotherhood of Electrical Workers Local No. 77 (Seattle Department of Transportation/SDOT), effective from January 23, 2023, through January 22, 2028.

Overview of Key Points Regarding CB 121088:

- Implements a retroactive five-year agreement on wages, benefits, hours, and other working conditions
- The total number of employees affected: 27 FTE
- Incremental appropriation for 2026 is anticipated at \$1.3M as part of a 2026 mid-year supplemental
- SDOT will absorb within their existing budget retroactive payments of \$1.9M for 2023, 2024, and 2025, which will be paid by 17 different funds. The retro payments will mainly be covered by the Move Seattle Fund, the Transportation Fund and the General Fund.
- Wage Increases are as follows: 2023: 5%, 2024: 4.5%, conversion to salary steps in 2025 which has an average impact of 8% growth, 2026: 2.7%; and 2027: +1% on base, plus the market rate CPI-W (with a minimum of 1.5% percent and maximum of 3%).
- Increase of the annual boot allowance from \$313.00 to \$325.00 (retroactive to 2023).
- Enhances the vacation accrual rates in alignment with recent coalition agreements.
- Provides new working rules and premium structures related to emergency callouts, and working rules for apprentices.

cc: Ben Noble, Director
Lish Whitson, Lead Analyst