CITY OF SEATTLE

ORDINANCE 127334

COUNCIL BILL 121098

AN ORDINANCE relating to City employment; authorizing the execution of a Memorandum of Understanding between The City of Seattle and the International Brotherhood of Electrical Workers, Local No. 77, Information Technology Professionals' Unit for the period effective from January 1, 2026, through December 31, 2026; and ratifying and confirming certain prior acts.

WHEREAS, a collective bargaining agreement between The City of Seattle ("City") and the International Brotherhood of Electrical Workers, Local No. 77, Information Technology Professionals' ("ITP") Unit expired on December 31, 2025; and

WHEREAS, employees represented by the International Brotherhood of Electrical Workers, Local No. 77, ITP Unit continued to work after expiration of their agreement during collective bargaining, on condition that the subject of their wages continue to be negotiated; and

WHEREAS, collective bargaining has led to a tentative agreement concerning wages, benefits, and other conditions of employment between the City and the International Brotherhood of Electrical Workers, Local No. 77, ITP Unit; and

WHEREAS, separate, future legislation, as required, will be forwarded by the City Budget Office to provide department budget appropriation authority to cover compensation items authorized in the attached Memorandum of Understanding; 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 of Seattle to execute a Memorandum of Understanding with the International Brotherhood of Electrical Workers, Local No. 77,

Information Technology Professionals' (ITP) Unit, effective January 1, 2026, through December 31, 2026, substantially in the form attached to this ordinance as Attachment 1 and identified as "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 Effective January 1, 2026 through December 31, 2026."

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

Section 3. This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council the 12th day of November, 2025, and signed by me in open session in authentication of its passage this 12th day of November, 2025.

_____

President _____ of the City Council

☑ Approved / ☐ returned unsigned / ☐ vetoed this 14th day of November, 2025.

_____

Bruce A. Harrell, Mayor

Filed by me this 14th day of November, 2025.

_____

Scheereen Dedman, City Clerk

(Seal)

Attachments:
Attachment 1 – 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

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

By_____
Rex Habner
Business Manager/ Financial Secretary

By_____
Steve Kovac
Business Representative

CITY OF SEATTLE

By_____
Bruce Harrell, Mayor

By_____
Chase Munroe
Interim Labor Relations Director

By_____
Jeff Clark
Labor Negotiator