

**CITY COUNCIL AGENDA TOPIC**

Resolution authorizing execution of a labor agreement between the City of Bellevue and the Washington State Council of County and City Employees, AFSCME Council 2, representing the Land Use Professionals, Planners and Code Compliance Officers in the Land Use and Code & Policy Division of the Department of Development Services, for a four-year contract period starting January 1, 2026, and expiring December 31, 2029. The executed agreement shall be substantially in the form of the agreement in the Council Library

Bindi Lassige, Director  
Matt C. Smith, Assistant Director  
Nancy Corado, Labor Relations Manager  
*Human Resources Department*

**EXECUTIVE SUMMARY****ACTION**

This Resolution authorizes the execution of a four-year labor agreement between the City of Bellevue and the Washington State Council of County and City Employees, AFSCME Council 2, representing the Land Use Professionals, Planners, and Code Compliance Officers in the Land Use and Code & Policy Division of the Department of Development Services.

**RECOMMENDATION**

Move to adopt Resolution No. 10646

**BACKGROUND/ANALYSIS**

On April 1, 2025, the Executive Director of the Public Employment Relations Commission certified the Washington State Council of County and City Employees, AFSCME Council 2 (Union), as the exclusive bargaining representative for all full-time and regular part-time nonsupervisory employees in the City of Bellevue's Land Use and Code & Policy Divisions within the Department of Development Services. The unit excludes supervisors, confidential employees, and all other City personnel. This group was previously unrepresented and includes employees in the classifications of Associate, Assistant, Senior, and Principal Planner; Assistant, Associate, and Senior Land Use Professional; and Code Compliance Technicians, Officers, and Senior Officers. At present, the bargaining unit consists of 25 fully benefited positions, representing approximately 1.6% of the City's benefited workforce.

Following certification, on August 1, 2025, the City and the Union began negotiations for an initial collective bargaining agreement. The parties met nine times and reached a tentative agreement on March 10, 2026. The bargaining unit ratified the tentative agreement on May 29, 2026.

For this initial agreement, the parties generally aligned contract terms with those currently in place for the Development Services employees represented by Teamsters Local 763, with several modifications tailored to this unit. Key provisions include:

- Explicit protections against discrimination based on union activity.

- Department Director ability to approve telework work up to three days per week when job duties are conducive to remote work.
- Overtime eligibility based on actual hours worked.
- Commitment to consider internal candidates on an equal basis with all qualified applicants for city vacancies.
- Inclusion of bargaining unit employees in the city's special recognition programs on the same basis as non-represented staff.
- A vacation benefits reopener should the city modify the vacation accrual schedule for non-represented employees.
- Codification of the city's existing VEBA program.
- Extension of benefits coverage for employees receiving workers' compensation for catastrophic workplace injuries that prevent them from working.
- Agreement to employees having union representation at pre-disciplinary meetings.
- General wage adjustments as follows:
  - 2.7% in 2026.
  - For 2027, 2028, and 2029, annual increases equal to 90% of the CPI-W for the Seattle-Tacoma-Bellevue region (12-month period ending the preceding June), with a minimum increase of 1.5% and a maximum of 5%.
- Maintaining status quo with regard to merit increases.

## POLICY & FISCAL IMPACTS

### Policy Impact

RCW 41.50.152 requires disclosure of "excess compensation" costs to avoid the unknowing acceptance of significant future liability. The provisions of this contract will not increase estimated future DRS retirement billings because this requirement applies to PERS 1 employees only and the individuals affected by this agreement participate in PERS 2 or 3.

### Fiscal Impact

Assuming current staffing, the agreement reached with the Union will result in increased costs to the city of approximately \$10,000 based upon assumption made at the time of bargaining over the term of the four-year contract (January 1, 2026, through December 31, 2029), including wage adjustments and new benefits. Actual annual cost will depend on CPI-W results for each year. Sufficient funds are available within the current budget for 2026. Future budgets will be adjusted to incorporate the fiscal impact of this agreement.

## OPTIONS

1. Adopt the resolution authorizing execution of a labor agreement between the City of Bellevue and the Washington State Council of County and City Employees, AFSCME Council 2, representing the Land Use Professionals, Planners and Code Compliance Officers in the Land Use and Code & Policy Division of the Department of Development Services, for a four-year contract period starting January 1, 2026, and expiring December 31, 2029. The executed agreement shall be substantially in the form of the agreement in the Council Library.
2. Do not adopt the Resolution and provide alternative direction to staff.

## **ATTACHMENTS**

Proposed Resolution No. 10646

## **AVAILABLE IN COUNCIL LIBRARY**

2026-2029 labor agreement between the City of Bellevue and the Washington State Council of County and City Employees, AFSCME Council 2, representing Land Use Professionals, Planners, and Code Compliance Officers