

November 6, 2017

CITY COUNCIL AGENDA MEMORANDUM

SUBJECT

Resolution authorizing execution of an interim Memorandum of Understanding (MOU) by and between the City and the International Brotherhood of Electrical Workers, Local 77 (IBEW), modifying pay provisions in the 2015-2018 IBEW Collective Bargaining Agreement to provide premium pay of seven and one-half percent (7.5%) for signal electricians holding a valid certificate of competency and meeting the minimum qualifications of an electrical inspector.

FISCAL IMPACT

This MOU provides a premium pay of seven and one-half percent (7.5%) to those signal electricians performing electrical inspections requiring certification under RCW 19.28.321.

The estimated cost increase to the City is \$2,438 in 2017 and \$15,025 in 2018. The total cost for the 2017-2018 fiscal year is \$17,463. The actual impact could be less if a current vacancy is filled with a signal electrician without the additional state requirements to meet RCW 19.28.321. There are sufficient funds available in the 2017-2018 General Fund Adopted Budget.

STAFF CONTACTS

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Transportation Department

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Human Resources

POLICY CONSIDERATION

City Council approval is required for this MOU in accordance with BCC 3.79.130 (b) Adjustments to Employee Compensation.

BACKGROUND

In 2012, Washington State law regarding the qualifications for inspection of electrical facilities changed in response to incidents involving electrical facilities in public streets that resulted in safety concerns.

In May of 2015, the City of Bellevue ratified a successor collective bargaining agreement (CBA) between the City and IBEW, Local 77, for the contract period of January 1, 2015 through December 31, 2018.

This interim MOU provides for a premium pay of seven and one-half percent (7.5%) of current monthly base rate for signal electricians that have the qualifications to perform electrical inspections for projects in Bellevue's street system. To be qualified, signal electricians must 1) hold a valid certificate of competency for journey level electrician (EL01) issued by the Department of Labor and Industries, and 2) have four years of additional electrical experience after obtaining the EL01 certification from the Department of Labor and Industries.

This premium pay is intended to recruit, hire and retain signal electricians who meet the minimum qualifications to perform electrical inspections required of the position. Current considerations include:

- Bellevue recently lost one of only three qualified signal electricians to retirement and must recruit to fill this position.
- Candidate pool is small, demand is high for candidates possessing qualifications to perform inspections of electrical work, and thus pay from non-public employers makes it difficult to compete with pay in the private sector.
- Bellevue currently only has two qualified signal electricians on staff and is making efforts to retain these employees.
- Qualified staff can be paired with non-qualified staff for training and eventual qualification; more qualified staff speeds this process.

The Bellevue Signal Shop needs to have the capability to perform inspections of electrical work affecting traffic signal, street lighting and ITS (Intelligent Transportation Systems) performed by CIP, Land Development, Transportation Levy, Regional, and other projects affecting the Transportation system. Maintenance (non-inspection) work on these systems conducted by the Signal Shop does not require the inspection qualification (e.g. replacing existing wiring for maintenance does not, new wiring installed by a contractor does).

This MOU will be an agreement between the City and IBEW and provides that current bargaining unit members in the signal electrician classification who meet inspector certification requirements shall also be eligible for this premium pay.

The certified electrician premium pay shall end upon the employee's movement to a different classification and/or if the certificate of competency becomes invalid.

The MOU will become effective upon signing by all parties.

EFFECTIVE DATE

If approved, this Resolution becomes effective immediately upon Council adoption.

OPTIONS

1. Adopt the Resolution authorizing execution of an interim Memorandum of Understanding (MOU) by and between the City and the International Brotherhood of Electrical Workers, Local 77 (IBEW), modifying pay provisions in the 2015-2018 IBEW Collective Bargaining Agreement to provide premium pay of seven and one-half percent (7.5%) for signal electricians holding a valid certificate of competency and meeting the minimum qualifications of an electrical inspector.
2. Do not adopt the Resolution and provide alternative direction to staff.

RECOMMENDATION

Option 1

MOTION

Move to adopt Resolution No. 9326, authorizing execution of an interim Memorandum of Understanding (MOU) by and between the City and the International Brotherhood of Electrical Workers, Local 77 (IBEW), modifying pay provisions in the 2015-2018 IBEW Collective Bargaining Agreement to provide premium pay of seven and one-half percent (7.5%) for signal electricians holding a valid certificate of competency and meeting the minimum qualifications of an electrical inspector.

ATTACHMENTS

Proposed Resolution No. 9326

AVAILABLE IN COUNCIL DOCUMENT LIBRARY

Memorandum of Understanding in substantially the MOU form