



**City of Missoula, Montana  
City Council Committee Agenda Item**

**Committee:** Public Safety, Health and Operations

**Item:** Electronics Technician – IBEW Local 233 Collective Bargaining Agreement (CBA)

**Date:** September 6, 2023

**Sponsor(s):** Angela Simonson - HR

**Prepared by:** HR Staff

**Ward(s) Affected:**

<input type="checkbox"/> Ward 1	<input type="checkbox"/> Ward 4
<input type="checkbox"/> Ward 2	<input type="checkbox"/> Ward 5
<input type="checkbox"/> Ward 3	<input type="checkbox"/> Ward 6
<input checked="" type="checkbox"/> All Wards	<input type="checkbox"/> N/A

**Action Required:**

Approve and authorize the Mayor to sign the three (3) year CBA for IBEW Local 233

**Recommended Motion(s):**

I move the City Council: Approve and authorize the Mayor to sign the three (3) year CBA for IBEW Local 233

**Timeline:**

Committee discussion:	September 13, 2023
Council action (or sets hearing):	September 18, 2023
Public Hearing (if required):	n/a
Final Consideration	Click or tap here to enter text.
Deadline:	Click or tap here to enter text.

**Background and Alternatives Explored:**

The city negotiation team began meeting with IBEW on July 24th and held a number of meetings to negotiate changes to the CBA. This contract worked to remove certification pay and instead build in a career ladder that takes certifications into consideration while also allowing progression in the position for all three staff who are currently in this unit. Existing certification pay has been built into the base wages rather than standing alone as in the prior agreement. The city aimed to align wages with market data when negotiating.

**Financial Implications:**

This new CBA has a 3.3% increase (\$9821) for FY24 compared to FY23. This was considered and approved in the FY24 Budget.

**Links to external websites:**