

**The City of Seattle**  
**Ordinance** 127480  
Council Bill 121258

**An ordinance** relating to City employment; authorizing the execution of a Memorandum of Understanding that modifies a collective bargaining agreement between The City of Seattle and the Professional and Technical Employees Local 17; and ratifying and confirming certain prior acts.

**Recitals:**

On April 5, 2024, the Mayor signed the collective bargaining agreements (CBA) between The City of Seattle and certain City unions in the Coalition of City Unions, effective January 1, 2023, through December 31, 2026 (Ordinance 127005). This CBA increased pay rates for represented classifications across The City, creating a pay inversion for the represented Professional and Technical Employees Local No. 17 (PROTEC17) positions Bridge Electrical Maintenance Supervisor and Bridge General Maintenance Supervisor.

The City seeks to maintain appropriate pay relationships between classification levels to reflect differences in responsibility and support effective supervision and retention.

To rectify this pay inversion, adjustments to the pay rates for both the Bridge Electrical Maintenance Supervisor and the Bridge General Maintenance Supervisor are necessary.

Collective bargaining has led to a Memorandum of Understanding (MOU) between The City of Seattle and PROTEC17 to correct the pay inversion. The MOU term is January 1, 2023, through December 31, 2026, which aligns with the CBA term.

Separate, future legislation will be forwarded by the City Budget Office to provide department budget appropriation authority to cover compensation items authorized in the attached MOU. 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, 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 PROTEC17.”

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

Attachments:

Attachment 1- Memorandum of Understanding By and Between The City of Seattle and PROTEC17

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

Passed by the City Council and signed in open session in authentication of its  
passage on July 28, 2026.



\_\_\_\_\_  
President \_\_\_\_\_ of the City Council

Approved \_\_\_\_\_ on July 31, 2026.



\_\_\_\_\_  
Katie B. Wilson, Mayor

Attested on July 31, 2026.



\_\_\_\_\_  
Scheereen Dedman, City Clerk

*Seal*

## **Memorandum of Understanding**

### **By and Between**

### **The City of Seattle and PROTEC 17**

RE: Wage adjustments for Bridge Electrical Maintenance Supervisor and Bridge Maintenance General Supervisor positions at SDOT

The City of Seattle (“City”) and PROTEC17 (“Union”) (jointly the “Parties”) hereby enter into this agreement to adjust the wages for the classifications of Bridge Electrical Maintenance Supervisor and Bridge Maintenance General Supervisor as described below.

#### **Background:**

The Union has a Collective Bargaining Agreement<sup>1</sup> (“CBA”) with the City. The Union represents the classifications of Bridge Electrical Maintenance Supervisor and Bridge Maintenance General Supervisor and they are covered under the Appendix B (“Technical Unit”) of the CBA. The City currently has one (1) total position in each of these classifications and both positions work at the Seattle Department of Transportation (“SDOT”).

On October 9, 2025, the Union filed a demand to bargain and requested that the City engage in bargaining to address a wage discrepancy between these two supervisory positions and their subordinate positions. At the time the Union filed its demand to bargain, wages for the two supervisory positions described herein were lower than the wages of their subordinate positions. On October 15, 2025, the City agreed to bargain regarding wages for the classifications of Bridge Electrical Maintenance Supervisor and Bridge Maintenance General Supervisor only and if approval was granted under SMC 4.04.120.

On June 1, 2026, the Parties met to exchange proposals and have reached the following agreement:

#### **2023 Wages**

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<sup>1</sup> The applicable CBA is the Agreement By And Between the City of Seattle and PROTEC17 Units: Professional, technical, Senior Business, Senior Professional, and Administrative Support, Effective January 1, 2023 through December 31, 2026

The Parties hereby agree to modify B.1 of the CBA such that wages effective January 4, 2023 are as listed below and include the wage increase as described by Art. 9.2 and applied per Art. 9.6:

| Title                                    | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|------------------------------------------|--------|--------|--------|--------|--------|
| Bridge Electrical Maintenance Supervisor | 58.85  | 61.25  | 63.65  | -      | -      |
| Bridge Maintenance General Supervisor    | 47.61  | 49.51  | 51.57  | 53.50  | 55.43  |

### **2024 Wages**

The Parties hereby agree to modify B.2 of the CBA such that wages effective January 3, 2024 are as listed below and include the wage increase as described by Art. 9.3 and applied per Art. 9.6:

| Title                                    | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|------------------------------------------|--------|--------|--------|--------|--------|
| Bridge Electrical Maintenance Supervisor | 61.50  | 64.01  | 66.51  | -      | -      |
| Bridge Maintenance General Supervisor    | 49.75  | 51.74  | 53.89  | 55.91  | 57.92  |

### **2025 Wages**

The Parties hereby agree to modify B.3 of the CBA such that wages effective January 4, 2025 are as listed below and include the wage increase described by Art. 9.4 and applied per Art. 9.6.

| Title                                    | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|------------------------------------------|--------|--------|--------|--------|--------|
| Bridge Electrical Maintenance Supervisor | 63.96  | 66.57  | 69.17  | -      | -      |
| Bridge Maintenance General Supervisor    | 51.74  | 53.81  | 56.05  | 58.14  | 60.24  |

### **2026 Wages**

The Parties hereby agree to modify B.4 of the CBA such that wages effective December 31, 2025 are as listed below and include the wage increase described by Art. 9.5 and applied per Art. 9.6.

| Title                                    | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|------------------------------------------|--------|--------|--------|--------|--------|
| Bridge Electrical Maintenance Supervisor | 66.26  | 68.96  | 71.66  | -      | -      |
| Bridge Maintenance General Supervisor    | 53.61  | 55.74  | 58.06  | 60.24  | 62.41  |

### **Entire Agreement**

The Parties agree that the wages listed above for the Bridge Electrical Maintenance Supervisor and Bridge Maintenance General Supervisor classifications are the final wage rates for these classifications for the term of the CBA and there are no other outstanding wage adjustments that will be made to either of these classifications for the term of the CBA. The \$1.75 premium denoted by “\*\*\*” of Appendix B of the CBA is not altered, adjusted, or modified by this Agreement and will continue to be applied as described in the CBA.

The Parties further agree that this Agreement does not alter, adjust or modify wages for any other classifications covered by the CBA that are not specifically stated herein.

The Parties agree that they have fully met their bargaining obligations under RCW 41.56 and upon execution of this Agreement, the Union’s October 9, 2025 demand to bargain is fully resolved.

Should any disputes regarding the implementation of this Agreement arise, the parties agree to first meet to discuss such disputes. If the Parties are unable to resolve such disputes, they are subject to the grievance procedure in the CBA.

Following approval of this Agreement pursuant to SMC 4.04.120.D, the City will implement the wage rates described herein as soon as practicable.

Executed under authority of Ordinance \_\_\_\_\_.

This \_\_ day of \_\_\_\_\_, 2026.

PROTEC 17

CITY OF SEATTLE

By: \_\_\_\_\_  
Karen Estevenin  
Executive Director

By: \_\_\_\_\_  
Katie B. Wilson  
Mayor

By: \_\_\_\_\_  
Teasha Karell  
Union Representative

By: \_\_\_\_\_  
William Winfield  
Labor Relations Director

By: \_\_\_\_\_  
Steven Pray  
Union Representative

By: \_\_\_\_\_  
Jana Weaver  
Labor Negotiator