



Board:	City Commission
Agenda	9/28/2026
Date:	
Department:	City Commission
Presenter:	City Manager

Staff Report

Agenda Item Title:

AGREEMENT BETWEEN THE CITY OF GLADSTONE AND IBEW LOCAL UNION 876

Background:

The IBEW lineman's contract is the third and final contract to be negotiated this year. Most of the items agreed to in this contract are what was negotiated in the Teamster and POLC contracts already approved this year.

The changes are as follows:

Wage increases \$3.25/hr. in year 1 and \$2/hr. in years 2 and 3. Vacation accrual anniversary dates have been adjusted. New Hire Incentive, 5 year or more experience journeymen linemen to start at 5-year vacation schedule to attract experienced linemen. Increase callout from 2 hrs. to 3hrs. A mutual aid provision for linemen working at another system providing mutual aid storm restoration. Defined Contribution retirement to go to 12% employer and 4% employee same as Teamsters and POLC. Added same cell phone plan as other departments.

Fiscal Effect:

Supporting Documentation:

AGREEMENT BETWEEN THE CITY OF GLADSTONE AND IBEW LOCAL UNION NO. 876

Effective April 1st, 2026, through March 31st, 2029

Recommendation:

Make motion to approve contract as presented for IBEW 876 and authorize Mayor Joe Thompson and City Manager Spreitzer to sign