

**Memorandum of Agreement by and between  
Seattle City Light  
and  
PROTEC17  
Regarding Merit Promotion Cessation and Step Progression Replacement**

This Memorandum of Agreement (“MOA”) regarding merit promotion and step progression is made and entered into by and between the City of Seattle (“City”), Seattle City Light (“City Light”), and PROTEC17 (“Union”), (collectively, the “Parties”). This MOA modifies the terms of the collective bargaining agreement (“CBA”) entered into by the Parties and is effective January 1, 2026, through December 31, 2026, or until the next collective bargaining agreement is ratified, whichever is later.

A. BACKGROUND

Beginning in 2026, City Light will introduce a new performance evaluation program for its hourly employees. One of the changes being introduced is the removal of final evaluation scores, such as “Exceeds Expectations” and “Meets Expectations.”

Final evaluation scores do not impact wages for the vast majority of PROTEC17 classifications. However, there are several classifications within the CBA that are eligible for “merit promotions.” Broken into two series, they are the following (collectively referred to as “Merit Classifications”):

- *The Electrical Power Systems Engineer series* (the “EPSE Classifications”):
  - Electrical Power Systems Engineer
  - Electrical Power Systems Engineer – Merit
  - Electrical Power Systems Engineer – Premium
  - Electrical Power Systems Engineer – Premium Merit
  - Electrical Power Systems Engineer, Principal
  - Electrical Power Systems Engineer, Principal – Merit
  - Electrical Power Systems Engineer, Principal – Premium
  - Electrical Power Systems Engineer, Principal – Premium Merit
  
- *The Assistant Engineer and Engineering Specialist series* (the “Assistant Classifications”):
  - Electrical Engineering Specialist, Assistant I
  - Electrical Engineering Specialist, Assistant II
  - Electrical Engineering Specialist, Assistant III
  - Electrical Engineer, Assistant I
  - Electrical Engineer, Assistant II

- Electrical Engineer, Assistant III
  - Civil Engineering Specialist, Assistant I
  - Civil Engineering Specialist, Assistant II
  - Civil Engineering Specialist, Assistant III
  - Civil Engineer, Assistant I
  - Civil Engineer, Assistant II
  - Civil Engineer, Assistant III
  - Mechanical Engineering Specialist, Assistant I
  - Mechanical Engineering Specialist, Assistant II
  - Mechanical Engineering Specialist, Assistant III
  - Mechanical Engineer, Assistant I
  - Mechanical Engineer, Assistant II
  - Mechanical Engineer, Assistant III
  - Electrical Engineering Design Specialist, Assistant I
  - Electrical Engineering Design Specialist, Assistant II
  - Electrical Engineering Design Specialist, Assistant III
- *Any other classification that has historically received a "merit promotion."*

Historically, employees in Merit Classifications have earned merit-based promotion and wage increases once they receive two consecutive performance evaluations that met a number of criteria, including:

- All performance review categories are rated at or exceeds expectations and no less than 80% are at the exceeds expectation rating; and
- The employee has no disciplinary actions in the preceding twelve months.

The purpose of this MOA is to replace the current merit promotion system within the Merit Classifications and replace it with the standard step progression found in the majority of PROTEC17 classifications.


## B. AGREEMENT

In order to carry out their intent, the Parties agree as follows:

1. This MOA ends all practices and terms associated with the merit promotion system and as described in the following documents:
  - a. *DPP 500 P II-211 Merit Promotion; and*
  - b. *SOP II-299 Merit Compensation for Electrical Power System Engineers and Electrical Power Systems Engineers, Principal.*


2. Employees in the Merit Classifications will receive wage increases in 2026 if they meet one of the following criteria:
  - a. If the employee would have received a merit promotion in 2026 based on their 2025 and 2024 final evaluation scores, they will still receive it based on the merit promotion system that was in place on December 31, 2025. Merit promotions are typically assessed and awarded in May and August of each year.
  - b. For Employees in EPSE Classifications
    - i. Employees who have been at Step 5 of the Electrical Power Systems Engineer classification for at least two full calendar years will be placed into Step 1 of the Electrical Power Systems Engineer – Merit classification.
    - ii. Employees who have been at Step 1 of the Electrical Power Systems Engineer – Merit classification for at least two full calendar years will be placed into Step 2 of the Electrical Power Systems Engineer – Merit classification.
    - iii. Employees who have been at Step 5 of the Electrical Power Systems Engineer, Principal classification for at least two full calendar years will be placed into Step 1 of the Electrical Power Systems Engineer, Principal – Merit classification.
    - iv. Employees who have been at Step 1 of the Electrical Power Systems Engineer, Principal – Merit classification for at least two full calendar years will be placed into Step 2 of the Electrical Power Systems Engineer, Principal – Merit classification.
  - c. For Employees in Assistant Classifications
    - i. Employees who have been paid at the highest Step in an Assistant I classification for at least two full calendar years will be placed into the Assistant II classification in a manner consistent with current step progression rules.
    - ii. Employees who have been paid at the highest Step in an Assistant II classification for at least two full calendar years will be placed into the Assistant III classification in a manner consistent with current step progression rules.
3. This MOA does not impact Article 9.5 (2026 base wage adjustments) of the CBA.
4. This MOA shall remain in effect through December 31, 2026, or until the next collective bargaining agreement is ratified, whichever is later.

**For PROTEC17**

  
Steven Pray (04/03/2026 09:24:10 PDT)  
Steven Pray  
PROTEC17 Business Representative

04/03/2026  
Date

**For the City of Seattle**

  
Afton Larsen (04/03/2026 17:18:01 PDT)  
Afton Larsen  
Labor Negotiator

04/03/2026  
Date

**For Seattle City Light**

  
DaVonna Johnson  
Chief People & Culture Officer

04/07/2026  
Date