



**To:** Hyun Kim, Interim City Manager  
**From:** Teresa Green, Assistant Finance Director/Budget Officer  
**Date:** March 9, 2026  
**Subject:** Fiscal Impact of 483 Court Clerks Successor Collective Bargaining Agreement

**OVERVIEW**

A Tentative Agreement has been reached between the City of Tacoma and the IBEW, 483 Court Clerks bargaining unit for a successor Collective Bargaining Agreement (CBA) effective January 1, 2026, to December 31, 2028.

**WAGES**

*Court Clerk:*

- **Effective and retroactive to January 1, 2026**, the Court Clerk Classification shall receive a General Wage increase of three percent (3%) plus an additional Market Adjustment of five percent (5%).
- **Effective January 1, 2027**, the Court Clerk Classification shall receive a General Wage increase of three percent (3%) plus an additional Market Adjustment of three percent (3%).
- **Effective January 1, 2028**, the Court Clerk Classification shall receive a General Wage increase of three percent (3%) plus an additional Market Adjustment of two and one-half percent (2.5%).

*Court Financial Clerk:*

- **Effective January 1, 2026**, the Court Financial Clerk shall be the same rate of pay as the City of Tacoma Financial Assistant classification (CS0504) for January 1, 2026, which is \$39.77 at top step.
- **Effective January 1, 2027**, the Court Financial Clerk Classification shall receive a General Wage increase of three percent (3%).
- **Effective January 1, 2028**, the Court Financial Clerk Classification shall receive a General Wage increase of three percent (3%).



Fund/Department	FTE	2026 Incremental Increase	2027 Incremental Increase	2028 Incremental Increase	Total Incremental Increase
General Fund	12.6	\$104,000	\$169,700	\$207,300	\$481,000
General Fund Supported	4.3	\$38,300	\$60,100	\$72,300	\$170,700
All Other General Government	1.8	\$16,700	\$27,000	\$32,300	\$76,000
<b>Total</b>	<b>18.7</b>	<b>\$159,000</b>	<b>\$256,800</b>	<b>\$311,900</b>	<b>\$727,700</b>

**BAILIFF PAY APPLICATION OF RATE**

The bailiff pay application of rate shall increase from 2% to 5%. The bailiff application of rate shall be paid to employees covered by this agreement for working as a bailiff in an assigned court room. This application of rate is assigned and removed at the Court’s and/or Judges’ discretion. This application of rate will be paid for all time worked performing bailiff duties to include inside and outside of the courtroom.

The fiscal impact is indeterminant and will be reviewed by staff as court clerks work as a bailiff in an assigned court room.

**FUNDING FOR 2025-2026**

The incremental increases are partially included in the Adopted 2025-2026 Budget and will be incorporated into the 2027-2028 Proposed Biennial Budget. The department will be responsible for adhering to their overall level of appropriation.

- Cc: Dylan Carlson, Labor Relations Division Manager
- Jennifer Watts, Labor Relations Analyst
- Karen Short, Senior Human Resources Consultant
- Vanessa Peterson, Senior Human Resources Consultant
- Mayra Wheelock, Financial Services Manager
- Sophia Keskey, Financial Services Analyst