



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Senior Labor Relations Manager  
Karen Short, Senior Human Resources Analyst, Human Resources  
Shelby Fritz, Human Resources Director  
Kari Louie, Assistant Human Resources Director  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Court Clerks Unit – July 12, 2022  
**DATE:** June 24, 2022

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**SUMMARY AND PURPOSE:**

A resolution authorizing execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit, effective retroactive from January 1, 2022 through December 31, 2025.

**BACKGROUND:**

The resolution authorizes execution of a Collective Bargaining Agreement between the City, the Tacoma Municipal Court, and the International Brotherhood of Electrical Workers (IBEW), Local 483, Court Clerks Unit, effective retroactive from January 1, 2022 through December 31, 2025.

The collective bargaining agreement covers approximately 18 full-time equivalent (FTE) positions and provides for wage increases in each year of the agreement. Effective retroactive to January 1, 2022, a general wage increase of 2.25 percent, with an additional market-based adjustment of 1.75 percent will be applied to the classification of Court Clerk. A new classification of Court Financial Clerk (CSC 4324) will be created and added to the bargaining unit retroactive to January 1, 2022. The Court Financial Clerk (CSC 4324) classification will be created as appointive, non-exempt, overtime category A, and the pay scales will be consistent with the City classification of Financial Assistant (CSC 0504) for 2022 and 2023. Effective January 1, 2023, Court Clerk will receive a general wage increase of 2.5 percent, and Court Financial Clerk will be increased by the same amount as the City classification of Financial Assistant effective January 1, 2023. Effective January 1, 2024 and effective January 1, 2025, wage rates for all classifications covered by the agreement will be increased by 2.75 percent

Other changes to the agreement include changes in Article 2 – Union Recognition to reflect the legal requirements of the *Janus v. AFSCME Council 31* court case; adding language in Section 15.11 that provides that teleworking will be allowed pursuant to Policy 3.17, and language in Appendix A that provides that the applications of rate for time spent working as a Bailiff, or acting as a foreign language interpreter, will apply to all employees covered by the agreement.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit, and has been bargained in good faith.

**2025 STRATEGIC PRIORITIES:**

**Economy/Workforce:** Moderate Opportunity



**Explain how your legislation will affect the selected indicator(s).**

This legislation supports the responsible and sustainable management of City funds.

**ALTERNATIVES:**

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Collective Bargaining Agreement	N/A	unknown

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council by resolution is required to authorize execution of the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit.

**FISCAL IMPACT:**

Fiscal impact information is provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.

**What Funding is being used to support the expense?**

Participating departments will be responsible for continuing costs.

**Are the expenditures and revenues planned and budgeted in this biennium's current budget?**

Yes

**Are there financial costs or other impacts of not implementing the legislation?**

No

**Will the legislation have an ongoing/recurring fiscal impact?**

YES

**Will the legislation change the City's FTE/personnel counts?**

No

**ATTACHMENTS:**

- Collective Bargaining Agreement
- Fiscal Impact Memorandum