



TO: Hyun Kim, Interim City Manager
FROM: Linnaea Jablonski, Human Resources Director
 Kari Louie, Assistant Director, Human Resources
 Vanessa Peterson, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – March 31, 2026
DATE: March 11, 2026

SUMMARY AND PURPOSE:

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit.

BACKGROUND:

The ordinance provides for implementation of provisions of the Collective Bargaining Agreement (CBA) as negotiated with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit. The agreement has been scheduled for consideration by the City Council as a resolution on March 31, 2026.

The ordinance provides for wage increases, and/or market-based adjustments or alignment by classification, in each year of the agreement. For the classification of Court Clerk, a general wage increase, retroactive to January 1, 2026, of three percent, with a market adjustment of five percent will be provided. Effective January 1, 2027, a general wage increase of three percent plus a market adjustment of three percent will be provided. Effective January 1, 2028, a general wage increase of three percent plus a market adjustment of two-and-one-half percent will be provided.

For the classification of Court Financial Clerk, retroactive to January 1, 2026, the rate of pay will be equivalent to the classification of Financial Assistant, which is \$39.77 at top step. A general wage increase of three percent will be provided effective January 1, 2027, and January 1, 2028.

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 the legislation | N/A | Unknown |



EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by ordinance is required to implement provisions of the Collective Bargaining Agreements as negotiated with the International Brotherhood of Electrical Workers, Local 483 Court Clerks Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Management Services Office and the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

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:

Fiscal Impact Memorandums