



TO: T.C. Broadnax, City Manager
FROM: Karen Short, Human Resources Senior Analyst
Joy St. Germain, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution authorizing execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit – September 20, 2016
DATE: September 6, 2016

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining Agreement negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective, results-oriented organization by providing for wages and other compensation for employees as negotiated in good faith with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit.

BACKGROUND:

The resolution with authorize execution of a Collective Bargaining Agreement negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit. The agreement covers approximately 27.7 budgeted full-time equivalent (FTE) positions and will provide for wage increases and other changes as provided in the 2016-2018 collective bargaining agreement.

The agreement provides a wage increase in each year of the agreement. A wage increase of 2.5 percent retroactive to January 1, 2016; an increase of 2.25 percent effective January 1, 2017, and an increase of 2 percent effective January 1, 2018.

The agreement also provides for applications of rate of 2 percent additional pay for hours working in a courtroom as a Bailiff, and 2 percent additional pay for hours worked using certified bilingual skills. The applications of rate will be prospectively applied, following approval and execution of the agreement. Additionally, employees hired as Court Clerks prior to January 1, 2012, will have a one-time opportunity to convert from the PTO plan to vacation and sick leave plans.

ISSUE:

Authorization from the City Council by resolution is required to execute the Collective Bargaining Agreement as negotiated in good faith on behalf of the employees represented by the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

Fiscal Impact information is provided by the Budget Office.