



TO: Hyun Kim, Interim City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Linnaea Jablonski, Human Resources Director
Kari Louie, Assistant Human Resources Director
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COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit – March 31, 2026
DATE: March 11, 2026

SUMMARY AND PURPOSE:

A resolution authorizing execution of a successor Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit, effective retroactive from January 1, 2026, through December 31, 2028.

BACKGROUND:

The resolution recommends approval of a Collective Bargaining Agreement (CBA) as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Court Clerks Unit. The agreement is for three years and covers approximately 18.7 full-time equivalent (FTE) positions.

The agreement provides for a general wage increase in each year of the agreement. For the classification of Court Clerk, the agreement provides for a general wage increase retroactive to January 1, 2026, of three percent, with a market adjustment of five percent. 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, effective 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.

Other changes to the agreement include clarifying language regarding hours of work and the addition of language in reference to shift adjustments.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

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

2026 STRATEGIC PRIORITIES:

Economy/Workforce: *Equity Index Score:* 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)
1. Do not approve execution of the Collective Bargaining Agreement	N/A	Unknown

EVALUATION AND FOLLOW UP:

Please include what performance measures and/or benchmarks you have identified that indicate success. Explain how you will follow up with staff and/or Council to report success or changes.

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to execute 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 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:

- Collective Bargaining Agreement
- Fiscal Impact Memorandum