



To: Elizabeth Pauli, City Manager

From: Katie Johnston, Budget Officer

Date: May 26, 2023

Subject: **Fiscal Impact – Local 483 Court Clerks Increase to Bailiff Application of Rate LOA (TA)**

Overview

The City of Tacoma, the Municipal Court, and the International Brotherhood of Electrical Workers (IBEW) Local 483 – Court Clerks bargaining unit have reached a tentative agreement for a Letter of Agreement (LOA).

To maintain a highly effective court operation and to retain current employees, the City and the Municipal Court are requesting to increase the Application of Rate (AOR) for time when employees in the following classification are performing Bailiff related duties: 43210 Court Clerk and 43240 Court Financial Clerk. The request is to increase the Bailiff AOR from the current two percent (2%) above the base classification rate to five percent (5%) above the base classification rate.

Financial Impact

Effective the first pay period (on or about 1 July 2023) after final approval by the Court and the City of Tacoma, the AOR of five percent (5%) shall be paid to employees covered by the 2022-2025 IBEW 483 Court Clerks Collective Bargaining Agreement.

Fund/Department	FTE	2023 Expense	2024 Expense	2025 Expense	Total Expense
General Fund	12.6	\$3,100	\$6,500	\$6,700	\$16,300
General Fund Supported	4.3	\$1,100	\$2,300	\$2,400	\$5,800
All Other General Government	1.8	\$450	\$900	\$900	\$2,250
Total	18.7	\$4,700	\$9,700	\$10,000	\$24,400

Funding for 2023-2025

The cost of the proposed AOR increases is partially budgeted in the Adopted 2023 - 2024 Biennial Budget and will be included in the proposed 2025-2026 Biennial Budget. Departments will be responsible for adhering to their overall level of appropriation.

CC:

Dylan Carlson, Labor Relations Division Manager
 Karen Short, Senior Human Resources Consultant
 Mayra Wheelock, Management and Budget Analyst