



To: Kendra McCoy, Labor Analyst

From: Katie Johnston, Budget Officer *KJ*

Date: June 10, 2019

Subject: Financial Impact of 483 Human Resources Wage Increase

Overview

A Tentative Agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483 Human Resources, has been reached for a successor collective bargaining agreement for the year 2020.

Financial Impact

Effective January 1, 2020, the 2019 rate for Human Resources Specialist, Human Resources Analyst and Human Resources Assistants shall be increased by three percent (3%).

Fund/Department	FTE	2020 Negotiated Incremental Expense	TOTAL Negotiated Incremental Expense
All Other General Government	22.0	\$102,900	\$102,900
Total	22.0	\$102,900	\$102,900

Funding for 2020 Budget

The cost of the negotiated increase is included in the Adopted 2019-2020 budget.

CC: Dylan Carlson, Senior Labor Relations Manager
 Cecily Hutton, Labor Negotiator