



To: Jennifer Watts

From: Katie Johnston, Budget Officer

Date: March 27, 2020

Subject: **Fiscal Impact of Local 26 LOA Compression and FMLA Resolution**

Overview

The following provides an estimate fiscal impact of the Letter of Agreement between the City of Tacoma and Local 26 regarding wage compression and proposed changes to the FMLA policy.

Financial Impact

1. Bargaining unit employees who were employed on of February 20, 2020 shall receive a lump sum payment of \$500.

Fund/Department	FTE	2020 Negotiated Incremental Expense
General Fund	18.0	10,000
Total	18.0	10,000*

* Amount is greater than 500 x 18 due to payroll taxes and wage based benefits

Funding for 2020

The cost of the negotiated increase is partially budgeted in the Adopted 2019-2020 Budget. Departments will be responsible for adhering to their overall level of appropriation.

CC: Karen Short, Senior Human Resources Analyst
 Dylan Carlson, Lead Labor Negotiator
 Sam Benscoter, Lead Management Analyst
 Hayley Falk, Management Analyst