



**To:** Elizabeth Pauli, City Manager

**From:** Katie Johnston, Budget Officer

**Date:** September 26, 2024

**Subject:** Fiscal Impact - Local 483 Clerical 2024-2026 CBA

**Overview**

The City of Tacoma and the 483 Clerical bargaining unit have reached a tentative agreement for a successor collective bargaining agreement (CBA) effective January 1, 2024, through December 31, 2026.

**Agreement**

**Effective January 1, 2024**, bargaining unit employees shall receive a general wage increase of 2.75%.

**Effective January 1, 2025**, bargaining unit employees shall receive a general wage increase of 2.75%.

**Effective January 1, 2026**, bargaining unit employees shall receive a general wage increase of 3.00%.

In addition to the General Wage Increases described above, the following market adjustments shall be applied:

Market Based Increases 2024-2026				
Code	Classification	1/1/2024	1/1/2025	1/1/2026
05080	Accountant	2.75%	1.25%	0.00%
05140	Accountant, Senior	2.75%	1.25%	0.00%
07370	Administrative Assistant	3.00%	2.25%	1.00%
05040	Financial Assistant	3.00%	2.25%	1.00%
00060	Office Assistant	3.00%	2.25%	1.00%
11410	Public Disclosure Analyst	3.00%	3.25%	3.25%
11440	Public Disclosure Analyst, Lead	3.00%	3.25%	3.25%
11400	Public Disclosure Specialist	3.00%	3.25%	3.25%
11430	Public Disclosure Video Redaction Analyst	3.00%	3.25%	3.25%
05470	Retirement Specialist	3.00%	2.25%	1.00%

**Financial Impact of Agreement**

The financial impact shown includes the General Wage Increases and Market Adjustment increases retroactive to January 1, 2024, through December 31, 2026. Annual figures below are based on positions in the 2024 Adopted Budget and Proposed positions for 2025-2026.



Fiscal Area	2024 FTE	2024 Incremental Cost	2025 Incremental Cost	2026 Incremental Cost	Total Cost
General Fund	16.4	\$73,000	\$140,000	\$199,000	<b>\$412,000</b>
General Fund Supported	9.8	\$44,000	\$64,000	\$92,000	<b>\$200,000</b>
All Other General Government	74.8	\$374,000	\$717,000	\$998,000	<b>\$2,089,000</b>
Environmental Services	19.0	\$84,000	\$176,000	\$252,000	<b>\$512,000</b>
Tacoma Public Utilities	66.0	\$353,000	\$640,000	\$930,000	<b>\$1,923,000</b>
<b>Total</b>	<b>186.0</b>	<b>\$928,000</b>	<b>\$1,737,000</b>	<b>\$2,471,000</b>	<b>\$5,136,000</b>

The cost of the negotiated wage increase is partially budgeted in the 2023-2024 Adopted Budget and will be included in the 2025-2026 Proposed Budget. Departments will be responsible for adhering to their overall level of appropriation.

- CC: Dylan Carlson, Labor Relations Division Manager  
 Mark Johnson, Labor Negotiator  
 Karen Short, Senior Human Resources Consultant  
 Jen Watts, Labor Relations Analyst  
 Reid Bennion, Financial Services Manager  
 Brian Schwall, Financial Services Analyst  
 Mayra Wheelock, Financial Services Analyst



**TACOMA PUBLIC UTILITIES**  
 3628 South 35th Street  
 Tacoma, Washington 98409-3192

To: Katie Johnston, Budget Officer  
 From: Alex Yoon, Deputy Director of Administration, Management Services  
 Date: October 10, 2024  
 Subject: Fiscal Impact of Local 483 Power LOA Accretion of the Telecommunications Engineer and Telecommunications Engineer, Senior classifications.

**Background:**

The City of Tacoma and the Local 483 Power Unit have reached a tentative agreement for a letter of agreement related to the accretion of the Telecommunications Engineer and Telecommunications Engineer, Senior classifications.

It is hereby agreed that these classifications are recognized and incorporated into and covered by the terms and conditions of the CBA. Further, the City and the Union agree to the following terms:

Note: A “Christie Agreement” was executed September 16, 2024, and is the effective date of several items listed below, per the Letter of Agreement.

**Wage Increases:**

**Effective retroactive to September 16, 2024**, the classifications of Telecommunications Engineer and Telecommunications Engineer, Senior will receive a two and three quarters percent (2.75%) general wage increase.

The resulting 2024 wage table will be as follows:

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Telecommunications Engineer	52.92	55.56	58.33	61.25	64.31
Telecommunications Engineer, Senior	61.15	64.21	67.41	70.78	74.32

**Salary Step Placement and Progression**

**Following City Council approval, and retroactive to September 16, 2024**, all Telecommunications Engineer, Seniors will progress to Step 5 and the appropriate rate of pay of the new salary range (as described in the table above). Telecommunications Engineer, Seniors, and Telecommunications Engineers hired after City Council approval will progress through the salary table consistent with Section 1.12.030 of the Tacoma Municipal Code.





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**Longevity Pay**

Following City Council approval, and retroactive to September 16, 2024, Telecommunications Engineer, Seniors, and Telecommunications Engineers will be eligible for longevity pay pursuant to the following schedule:

- 1% of base pay with aggregate service of 5 through 9 years
- 2% of base pay with aggregate service of 10-14 years
- 3% of base pay with aggregate service of 15-19 years
- 4% of base pay with aggregate service of 20 years or more

**Lump Sum**

Each Telecommunications Engineer, Senior and Telecommunications Engineer employed on the date of the City Council approval will receive a one-time lump sum payment of fifteen hundred dollars (\$1,500).

**Fiscal Impact:**

Incremental Impact of Wage Increases		
Department & Fund	FTE	2024
<b>Tacoma Public Utilities</b>		
4700 Power	7.00	\$ 40,816
<b>City Manager</b>		
0010 General Fund	2.00	\$ 13,347
<b>Information Technology</b>		
5800-COSYS Communications Sys	2.00	\$ 11,404
<b>Total</b>	<b>11.00</b>	<b>\$ 65,567</b>

The 2024 impact will be absorbed by the respective departments.

Concur:

*Jackie Flowers*  
 Jackie Flowers, Director of Utilities, CEO





**To:** Elizabeth Pauli, City Manager

**From:** Katie Johnston, Budget Officer

**Date:** October 21, 2024

**Subject:** Fiscal Impact – Local 117 Police Digital Evidence & Records Support Analyst

**Overview**

The City of Tacoma and the 483 Clerical bargaining unit have reached a tentative agreement for a successor collective bargaining agreement (CBA) effective January 1, 2024, through December 31, 2026. The Letter of Agreement (LOA) that created the classification “Police Digital Evidence and Records Support Analyst” tied the wages to the Public Records Video Redaction Analyst for 2024 and 2025, which is in the 483 Clerical agreement.

**Agreement**

**Effective January 1, 2024**, bargaining unit employees shall receive a general wage increase of 2.75%.

**Effective January 1, 2025**, bargaining unit employees shall receive a general wage increase of 2.75%.

In addition to the General Wage Increases described above, the following market adjustments shall be applied:

**Effective January 1, 2024**, bargaining unit employees shall receive a market rate increase of 3.00%.

**Effective January 1, 2025**, bargaining unit employees shall receive a market rate increase of 3.25%.

**Financial Impact of Agreement**

The financial impact shown includes the General Wage Increases and Market Adjustment increases retroactive to January 1, 2024, through December 31, 2026. Annual figures below are based on positions in the 2024 Adopted Budget and Proposed positions for 2025-2026.

Fiscal Area	2024 FTE	2024 Incremental Cost	2025 Incremental Cost	Total Cost
General Fund	2.0	\$13,700	\$24,600	<b>\$38,300</b>



The cost of the negotiated wage increase is partially budgeted in the 2023-2024 Adopted Budget and will be included in the 2025-2026 Proposed Budget. Departments will be responsible for adhering to their overall level of appropriation.

CC: Dylan Carlson, Labor Relations Division Manager  
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