



**To:** Elizabeth Pauli, City Manager  
**From:** Katie Johnston, Budget Officer  
**Date:** June 10, 2020  
**Subject:** Fiscal Impact of IBEW Clerical Increases for 2020

**Overview**

The following provides an estimate fiscal impact of the proposed collective bargaining agreement between the City of Tacoma and IBEW Clerical for 2020.

**Financial Impact**

Effective January 1, 2020, base wage rates will be increased by three percent (3%).

Fund/Department	FTE	2020 Incremental Expense
General Fund	16.7	\$40,000
General Fund Supported	8.0	18,000
Environmental Services	18.0	37,000
All Other General Government	76.3	226,300
Tacoma Public Utilities	53.5	110,000
<b>Total</b>	<b>172.5</b>	<b>\$433,000</b>

IBEW 483 Clerical bargaining unit employees in the Tacoma Police Department who are employed as of the date of City Council approval of this Agreement, shall receive a lump sum payment for 2020 in the amount of five hundred dollars (\$500) in recognition of their assistance in the Tacoma Police Department CALEA accreditation and successful maintenance of the accreditation.

The 2020 lump sum payments in recognition of assistance in the CALEA accreditation will cost \$2,150, which includes payroll taxes and benefits.



**Funding for 2020:**

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

CC:

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