



**To:** Corey Moriyama, Senior Labor Relations Manager

**From:** Katie Johnston, Budget Manager *KJ*

**Date:** 2 January, 2018

**Subject:** Fiscal Impact of Local 483 Human Resource Unit Wage Increase for 2017-2019

**Overview**

A Tentative Agreement between the City of Tacoma and the IBEW Local 483 Human Resources Unit has been reached for a successor collective bargaining agreement for the years 2017 – 2019.

**Financial Impact**

The agreement is for the three year term from 2017–2019 and provides for the following wage adjustments and other economic impacts:

Effective April 1, 2017, wages for the Human Resources Analyst and Human Resources Specialist classifications shall be increased by two percent (2.0%). Wages for the Human Resources Assistant classification shall be increased by five percent (5.0%).

Effective January 1, 2018, wages for the Human Resources Analyst and Human Resources Specialist classifications shall be increased by two and a half percent (2.5%). Wages for the Human Resources Assistant classification shall be increased by four percent (4.0%).

Effective January 1, 2019, wages for all classifications shall be increased by two and three quarter percent (2.75%).

Effective April 1, 2017, longevity will be in effect for those that qualify under the Tacoma Municipal Code, section 1.12.133.

Fund/Department	2018 FTE	2017 Negotiated Incremental Expense	2018 Negotiated Incremental Expense	2019 Negotiated Incremental Expense	TOTAL Negotiated Incremental Expense
Other General Government Funds	19.0	46,000	97,000	100,000	243,000
<b>Total</b>	<b>19.0</b>	<b>\$46,000</b>	<b>\$97,000</b>	<b>\$100,000</b>	<b>\$243,000</b>

Estimated impacts in 2019 are contingent on FTE counts and allocations remaining unchanged from 2017.

**Summary**

The majority of these costs are included in the 2017-2018 budget. Department directors will be responsible for adhering to their overall level of appropriation.



**To:** Corey Moriyama, Senior Labor Relations Manager  
**From:** Katie Johnston, Budget Manager   
**Date:** 17 January, 2018  
**Subject:** Fiscal Impact of AFSCME Local 120 General Wage Increase for 2017-2019

**Overview**

A Tentative Agreement between the City of Tacoma and the AFSCME Local 120 General unit has been reached for a new successor collective bargaining agreement for the years 2017-2019.

**Financial Impact**

The agreement is for the three year term from 2017–2019 and provides for the following wage adjustments and other economic impacts:

Effective January 1, 2017, bargaining unit employees who are employed as of the date of ratification by the Union of this Agreement and employees who retired between January 1, 2017 and the implementation date of this Agreement, shall receive a wage increase of two percent (2%).

Safety Footwear allowance has increased from \$150 per year to \$200 per year for incumbents in the classifications Converter Inventory Technician, Warehouse Technician, Senior Warehouse Technician, Vehicle Parts Assistant, and Fleet Services Parts Technician. This increase is retroactive to July 1, 2017 for those eligible employees hired as of July 1, 2017.

Effective January 1, 2018, bargaining unit employees who are employed as of the date of ratification by the Union of this Agreement and employees who retired between January 1, 2017 and the implementation date of this Agreement, shall receive increases, ranging from 2.5% to 3.75%. In addition, bargaining unit employees who are actively employed as of December 21, 2017 shall receive a one-time lump sum payment of two hundred and fifty dollars (\$250).

Effective January 1, 2019, wages will be increased by two and one half percent (2.5%).



Fund/Department	2017 FTE	2017 Negotiated Incremental Expense	2018 Negotiated Incremental Expense	2019 Negotiated Incremental Expense	TOTAL Negotiated Incremental Expense
Other General Government Funds	103	194,000	382,000	361,000	937,000
Environmental Services	5	9,000	12,000	11,000	32,000
General Fund	7	16,000	31,000	30,000	77,000
General Fund Supported	1	2,000	4,000	4,000	10,000
Tacoma Public Utilities	48	110,000	203,000	194,000	507,000
<b>Total</b>	<b>164</b>	<b>\$331,000</b>	<b>\$632,000</b>	<b>\$600,000</b>	<b>\$1,563,000</b>

Estimated impacts in 2019 are contingent on FTE counts and allocations remaining unchanged from 2017.

**Summary**

The costs are included in the 2017-2018 budget. 2019 increases will be incorporated into the 2019-2020 budget.