



**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.