



**To:** Elizabeth Pauli, City Manager

**From:** Katie Johnston, Budget Officer

**Date:** March 28, 2022

**Subject:** Fiscal Impact of IBEW Local 483 Human Resources Letter of Agreement (TA)

**Overview**

The City of Tacoma and the IBEW 483 Human Resources bargaining unit have reached a tentative agreement for a wage adjustment in response to a “me too” provision of the 483 Human Resources 2021-2022 Collective Bargaining Agreement triggered by the City.

**Financial Impact**

Retroactive to January 1, 2022 the City shall provide a general wage increase of two and one quarter percent (2.25%) to all classifications in the Union. The foregoing general wage increase shall take into account the 1% already provided to bargaining unit members on January 1, 2022 and shall supersede and cancel the scheduled 1% wage increase slated to be effective on July 1, 2022.

Fund/Department	FTE	2022 Incremental Expense
All Other General Government	22.0	\$15,000
<b>Total</b>	<b>22.0</b>	<b>\$15,000</b>

**Funding for 2021-2022**

The cost of the proposed wage increase is partially in the 2021-2022 budget. Departments will be responsible for adhering to their overall level of appropriation.

**CC:**

- Dylan Carlson, Labor Relations Manager
- Karen Short, Senior Human Resource Analyst
- Hayley Falk, Lead Management Analyst
- Jen Watts, Labor Analyst