



To: Elizabeth Pauli, City Manager

From: Katie Johnston, Budget Officer

Date: March 18, 2022

Subject: **Fiscal Impact of 120 General Letter of Agreement (TA)**

Overview

The City of Tacoma and the Local 120 bargaining unit have reached a tentative agreement for a wage adjustment in response to a “me too” provision of the current Local 120 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 Proposed Incremental Expense
General Fund	8	\$8,000
General Fund Supported	1	1,000
Environmental Services	6	7,000
All Other General Government	107	126,000
Tacoma Public Utilities	40.4	39,400
Total	162.4	\$180,700



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, Lead Labor Negotiator
Hayley Falk, Lead Management Analyst
Karen Short, Human Resource Analyst
Jennifer Watts, Labor Analyst



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
Total	22.0	\$15,000

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



To: Elizabeth Pauli, City Manager
From: Katie Johnston, Budget Officer
Date: March 31, 2022
Subject: Request for Fiscal Impact – Local 483 Customer & Field Services Letter of Agreement (TA)

Overview

The City of Tacoma and the Local 483 Customer & Field Services bargaining unit have reached a tentative agreement in order to meet the evolving business needs of the City:

1. Utilities Field Investigator classification (CSC 06020) updated and re-titled as “Advanced Meter Field Investigator” with a new wage table established.
2. Transition plan for permanent employees in the Meter Reader (CSC 06010) classification listed in this agreement to the Advanced Meter Field Investigator (CSC 06020) classification.
3. Creation of a new classification, “Advanced Meter Field Investigator, Lead” (CSC 06030) and the elimination of Lead Application of Rate.

Financial Impact

Retroactive to January 1, 2022, the Parties agree to update the wage scale for the Advanced Meter Field Investigator classification and to adopt the newly created Advanced Meter Field Investigator, Lead classification wage scale as shown below:

Code	A	Job Title	1	2	3	4	5
06020		Advanced Meter Field Investigator	32.80	34.50	36.22		
06030		Advanced Meter Field Investigator, Lead	36.10	37.95	39.84	41.84	

Step Placement:

Utility Field Investigators:

Retroactive to January 1, 2022, all current permanent Utility Field Investigators shall be placed at Step 3 of the Advanced Meter Field Investigator wage scale. Catherine Howard will be placed at the Step 3 of the Advanced Meter Field Investigator wage scale as this employee previously held standing in this classification and successfully completed a probationary period.

Meter Readers:

Retroactive to January 1, 2022, all current permanent Meter Readers who are being consolidated into the Advanced Meter Field Investigator classification shall be placed at Step 1 of the Advanced Meter Field Investigator wage scale.

Lead Meter Reader or Lead Utility Field Investigator:

Retroactive to January 1, 2022, the two employees currently who are receiving the Lead AOR shall be compensated based on the Advanced Meter Field Investigator, Lead wage scale as follows:

- Robert Hill – Shall be set up to Step 1
- Jeff Christian – Shall be set up to Step 3



Fund/Department	FTE	2022 Incremental Expense
Tacoma Public Utilities	25.0	\$87,000
Total	25.0	\$87,000

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



To: Elizabeth Pauli, City Manager
From: Katie Johnston, Budget Officer
Date: March 28, 2022
Subject: Fiscal Impact of IBEW Local 483 Supervisors Letter of Agreement (TA)

Overview

The City of Tacoma and the IBEW 483 Supervisors bargaining unit have reached a tentative agreement for a retention incentive program for employees in the Tacoma Traffic Signal & Street Light Section of Public Works who are currently, or will become, retirement eligible during the term of this LOA, and whose employment is considered essential for the continued operations of the City's signal and streetlight infrastructure.

Financial Impact

Completion of Period 1 (effective date of the agreement to July 31, 2024)

An Eligible Employee continuously employed through Period 1 will receive:

A one-time lump sum Retention Incentive payment of \$7,500.00, subject to taxes as required by state and federal law. Consistent with the TMC, lump sum payments are not considered in TERS contribution or benefit calculation.

Completion of Period 2 (effective date of the agreement to July 31, 2025)

An Eligible Employee who remains continuously employed through Period 2 will receive:

A one-time lump sum Retention Incentive payment of \$15,000.00, subject to taxes as required by state and federal law. Consistent with the TMC, lump sum payments are not considered in TERS contribution or benefit calculations.

Estimated Cost of Period 1 is \$37,500 and Period 2 is \$75,000 totaling \$112,500 through 2025.

Funding for 2024-2025

The cost of the proposed retention incentive will be incorporated into the 2023-2024 and 2025-2026 biennial budgets.

CC:

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