



To: Joy St. Germain, Human Resources Director

From: *TW* Tadd Wille, Budget Director

Date: 2 December, 2015

Subject: Fiscal Impact of IBEW Local 483 Supervisor's Unit Wage Increase for 2016

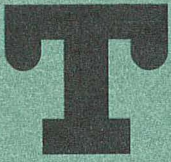
Financial Impact

Effective January 1, 2016 wage rates for IBEW Supervisor's Unit have been negotiated to increase by 1.1%. Employees in the classification of Assistant Telecommunications Supervisor (CSC 55190) will also receive a lump sum payment of \$1,000.00. This lump sum payment is contingent upon the ratification of the IBEW 483 Click! bargaining agreement extension for one year.

Fund/Department	FTE	2016 Negotiated Incremental Expense
General Fund	1.0	4,812
General Government Utilities	3.0	10,346
Other General Government Funds	1.0	4,812
Tacoma Public Utilities	8.0	29,367
Total	13.0	49,337

Funding for 2016

The total cost of the negotiated increase is included in the 2015-2016 biennial budget.



TACOMA PUBLIC UTILITIES
 3628 South 35th Street
 Tacoma, Washington 98409-3192

To: Tadd Wille, Budget Officer
 From: Jim Sant, Deputy Director for Administration, Management Services
 Date: December 31, 2015
 Subject: Financial Impact of the International Brotherhood of Electrical Workers (IBEW),
 Local 483 – Click! Network Unit

Background:

A tentative agreement between the City of Tacoma and the IBEW, Local 483 Click! Network unit has been reached for a successor collective bargaining agreement for the year 2016. The agreement covers 60 budgeted employees in eight classifications at Tacoma Public Utilities.

Financial Impact:

Effective January 1, 2016, wages for each classification shall be increased by 1.1%. If an employee’s base wage remains redlined after the January 1st increase, the employee shall receive a one-time lump sum payment in the amount of \$500.

Additionally, all employees covered by this agreement will receive a \$1,000 lump sum payment.

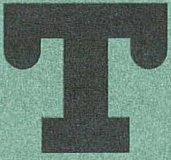
Year	Actual Increase	Budgeted Increase	Impact Fav (UnFav)
2016	\$94,765	\$114,031	\$19,266

Concur:



 William A. Gaines, Director of Utilities, CEO





TACOMA PUBLIC UTILITIES
 3628 South 35th Street
 Tacoma, Washington 98409-3192

To: Tadd Wille, Budget Officer
 From: Jim Sant, Deputy Director for Administration, Management Services
 Date: December 31, 2015
 Subject: Financial Impact of the International Brotherhood of Electrical Workers (IBEW), Local 483 – Water Unit – 2015-2018 Successor Agreement

Background:

A Tentative Agreement has been reached between the City of Tacoma and the IBEW, Local 483 – Water unit for a new successor collective bargaining agreement for the years 2015-2018.

Financial Impact:

This agreement is for a four year term, 2015-2018, and consists of 121 employees in eighteen classifications within Tacoma Water.

- Effective January 1, 2015, wages for each classification shall be increased by 2.0%.
- Effective January 1, 2016, wages for each classification shall be increased by 1.1%.
- Effective January 1, 2017, wages for each classification shall be increased by 2.0%.
- Effective January 1, 2018, wages for each classification shall be increased by 2.5%.

Year	Actual Increase	Budgeted Increase	Impact Fav (UnFav)
2015	\$193,189	\$212,508	\$19,319
2016	\$108,379	\$266,543	\$158,164

Year	Actual Increase
2017	\$198,457
2018	\$254,006

Concur:




 William A. Gaines, Director of Utilities, CEO



MEMORANDUM



To: Tadd Wille, Budget Officer

From: Jim Sant, Deputy Director for Administration, Management Services 

Date: January 25, 2016

Subject: Financial Impact for Lump Sum Payments to Non-Represented Click! Network employees

Background:

On February 9, 2016 the City Council is scheduled to consider resolutions for two collective bargaining agreements negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Click! and Supervisors' Units. Each of the proposed agreements provides a lump sum payment of \$1,000 for each employee who works for Click! Network. TPU Management and Human Resources recommend providing a similar lump sum payment for non-represented employees who work for Click! Network.

Financial Impact:

Effective January 1, 2016, each active, non-represented employee who works for Click! Network, will receive a one-time, lump sum payment of \$1,000. While lump sum payments were not anticipated in the budget, the increase is partially offset by lower than planned general wage increases for non-represented employees; the amount in excess of the budget is \$13,065.

Year	Non-Rep FTE's	Actual Increase
2016	24	\$24,000

Concur:



William A. Gaines, Director of Utilities, CEO