



To: Joy St. Germain, Human Resources Director
From: *TW* Tadd Wille, Budget Director
Date: 11 October, 2016
Subject: Fiscal Impact of IBEW 483-Human Resources Settlement

Overview

A Settlement Agreement between the City of Tacoma and the International Brotherhood of Electrical Workers (IBEW) Local 483 has been reached to implement the .9% balance of a 2% increase, effective January 1, 2016. The following provides a financial analysis of this settlement.

Financial Impact

Effective January 1, 2016, wages shall be increased by .9%, based on base wages as of Dec 31, 2015. This increase is in addition and not compounded with the 1.1% increase previously awarded effective January 1, 2016.

Fund/Department	2016 FTE	2016 Negotiated Incremental Expense
General Fund	15.5	\$10,111
Other General Government Funds	3.5	2,452
Total	19.0	\$12,563

Funding for 2016

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