



**To:** Gary Buchanan, Human Resources Director  
**From:** Katie Johnston, Budget Manager *KJ*  
**Date:** 24 January, 2018  
**Subject:** Fiscal Impact of Fire Code Official Pay Adjustment

**Overview**

The following provides a financial analysis of the increase in the Fire Code Official classification pay scale by 5%.

**Financial Impact**

Effective approximately March 19, 2018, the wage rate for the Fire Code Official shall be increased by 5%. The fiscal impact of this change is shown below.

Fund/Department	FTE	2018 Negotiated Incremental Expense
General Fund	0.5	3,000
All Other General Government	0.5	3,000
<b>Total</b>	<b>1.0</b>	<b>\$6,000</b>

The cost of this increase is not included in the 2017-2018 biennial budget. Department directors will be responsible for adhering to their overall level of appropriation.



**To:** Kari Louie, Senior Compensation & Benefits Manager  
**From:** Katie Johnston, Budget Manager *KJ*  
**Date:** March 29, 2018  
**Subject:** Fiscal Impact of Local 6 Police I.U.P.A. 2017-2019 Collective Bargaining Agreement

**Overview**

The following provides an estimated fiscal impact of the ratified agreement reached between the City of Tacoma and the Local 6 Police I.U.P.A. for a successor bargaining agreement for the years 2017-2019.

**Fiscal Impact**

**WAGES**

- Effective January 1, 2017, wages shall be increased by four and one half percent (4.5%).
- Effective January 1, 2018, wages shall be increased by three percent (3.0%).
- Effective January 1, 2019, wages shall be increased as a result of a market-based adjustment.

Fund/Department	2018 FTE	2017 Negotiated Incremental Expense	2018 Negotiated Incremental Expense	2019 Negotiated Incremental Expense
General Fund	324.0	\$1,458,100	\$2,554,800	TBD
Other General Government Funds	8.0	65,500	66,100	TBD
<b>Total</b>	<b>332.0</b>	<b>\$1,523,600</b>	<b>\$2,620,900</b>	<b>TBD</b>

The cost of the wage adjustments in 2017 and 2018 result in an unfavorable variance of \$481,300 compared to the 2017-2018 Adopted Budget.

**VEBA**

- The VEBA program as outlined in the previous CBA will continue unchanged in the successor CBA.

Fund/Department	2017 Negotiated Incremental Expense	2018 Negotiated Incremental Expense	2019 – 2030 Negotiated Incremental Expense
General Fund	\$21,900	\$95,200	\$1,674,000

The cost of the additional VEBA enrollees in 2017 and 2018 result in an unfavorable variance of \$117,100 compared to the 2017-2018 Adopted Budget.



**Local 26 Tacoma Police Management Parity and Differentials**

- Effective January 1, 2017, wages for Local 26 shall be increased by an additional two and one half percent (2.5%). Local 26 already received a two percent (2.0%) wage increase as of January 1, 2017 per their adopted bargaining agreement (Resolution 39603). The fiscal impact shown below is for both wage adjustments.

Fund/Department	2018 FTE	2017 Negotiated Incremental Expense	2018 Negotiated Incremental Expense	2019 Negotiated Incremental Expense
General Fund	16.0	\$118,120	\$118,870	TBD
Other General Government Funds	2.0	17,480	17,590	TBD
<b>Total</b>	<b>18.0</b>	<b>\$135,600</b>	<b>\$136,460</b>	<b>TBD</b>

The cost of the wage adjustment is available in the 2017-2018 Adopted Budget.

**Professional Public Safety Management Association (PPSMA) Parity and Differentials**

- Effective January 1, 2017, wages for PPSMA shall be increased by two and one tenth of one percent (2.1%). PPSMA already received a two percent (2.0%) wage increase as of January 1, 2017, and the return of half of one percent (0.5%) return of foregone wage percent for VEBA per their adopted bargaining agreement (Resolution 39557). The fiscal impact shown below is for all wage adjustments.

Fund/Department	2018 FTE	2017 Negotiated Incremental Expense	2018 Negotiated Incremental Expense	2019 Negotiated Incremental Expense
General Fund	6.0	\$54,710	\$54,960	TBD
Other General Government Funds	2.0	27,240	27,360	TBD
<b>Total</b>	<b>8.0</b>	<b>\$81,950</b>	<b>\$82,320</b>	<b>TBD</b>

The cost of this wage adjustment is available in the 2017-2018 Adopted Budget.

Cc: Gary Buchanan, Human Resources Director  
 Bill Fosbre, City Attorney  
 Karen Short, Senior Human Resources Analyst  
 Jude Kelley, Labor Negotiator  
 Kendra McCoy, Labor Analyst