



To: Kari Louie, Senior Compensation & Benefits Manager
From: Katie Johnston, Budget Manager
Date: August 23, 2018
Subject: Fiscal Impact of Local 6 Police Application of Rate for Homicide Unit 2017-2019

Overview

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

Fiscal Impact

Effective January 1, 2017, any bargaining unit employee assigned to the Homicide Unit will receive an application rate of five percent (5.0%). The fiscal impact below is the incremental cost of the application of rate and does not include the previously approved wage changes.

Fund/Department	2018 FTE	2017 Negotiated Incremental Expense	2018 Negotiated Incremental Expense	2019 Negotiated Incremental Expense
General Fund	16.0	\$92,000	\$95,000	TBD
Total	16.0	\$92,000	\$95,000	TBD

The cost of the wage adjustments were not included in the 2017-2018 Adopted Budget. This fiscal note encompasses only employees budgeted in the Homicide Unit, any Homicide-related work done by bargaining unit members not permanently assigned to the unit would be determined by staffing or assignment and result in additional cost. This fiscal impact does not include the reduction of standby hours for the Homicide Unit as listed in the Letter of Agreement regarding the Resolution of the October 25, 2017, Unfair Labor Practice Complaint.

Cc: Gary Buchanan, Human Resources Director
 Bill Fosbre, City Attorney
 Karen Short, Senior Human Resources Analyst
 Dylan Carlson, Senior Labor Relations Manager
 Jude Kelley, Labor Negotiator