



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

To: Katie Johnston, Budget Manager
 From: Jim Sant, Deputy Director for Administration, Management Services ^{JS}
 Date: March 25, 2020
 Subject: Fiscal Impact of the International Brotherhood of Electrical Workers, Local 483 – Custodial and Building Maintenance Unit Agreement

Background:

A Tentative Agreement between the City of Tacoma and the Local 483 Custodial and Building Maintenance Unit has been reached for a successor collective bargaining agreement for the years 2020-2022.

Effective January 1, 2020, the classification rates of pay shall be increased by 3%. Additionally, the Custodian classification shall receive a 2% market adjustment.

Code	Job Title	1	2	3	4	5
60060	Building Maintenance Supervisor, Assistant	33.10	34.76	36.50		
60050	Building Maintenance Worker	27.59	28.97	30.42		
60020	Custodian	19.64	20.62	21.65	22.73	23.87

Effective January 1, 2021, the classification rates of pay shall be increased by 2.5%.

Effective January 1, 2022, the classification rates of pay shall be increased by 2.25%.

Fiscal Impact:

	2020 Increase	2021 Increase	2022 Increase
General Government	\$12,387	\$8,662	\$7,960
Tacoma Public Utilities	57,654	34,825	32,003
Total	\$70,041	\$43,487	\$39,963

The 2020 wage adjustments are included in the 2019-2020 Adopted Biennial Budget.

Concur:

Jackie Flowers, Director of Utilities, CEO





To: Jennifer Watts

From: Katie Johnston, Budget Officer

Date: March 27, 2020

Subject: **Fiscal Impact of Local 26 LOA Compression and FMLA Resolution**

Overview

The following provides an estimate fiscal impact of the Letter of Agreement between the City of Tacoma and Local 26 regarding wage compression and proposed changes to the FMLA policy.

Financial Impact

1. Bargaining unit employees who were employed on of February 20, 2020 shall receive a lump sum payment of \$500.

Fund/Department	FTE	2020 Negotiated Incremental Expense
General Fund	18.0	10,000
Total	18.0	10,000*

* Amount is greater than 500 x 18 due to payroll taxes and wage based benefits

Funding for 2020

The cost of the negotiated increase is partially budgeted in the Adopted 2019-2020 Budget. Departments will be responsible for adhering to their overall level of appropriation.

CC: Karen Short, Senior Human Resources Analyst
 Dylan Carlson, Lead Labor Negotiator
 Sam Benscoter, Lead Management Analyst
 Hayley Falk, Management Analyst