



To: Kari Louie, Senior Compensation & Benefits Manager
From: Katie Johnston, Budget Manager *[Signature]*
Date: June 8, 2018
Subject: Fiscal Impact of Local 31 I.A.F.F. 2019-2020 Extension and Modification of Collective Bargaining Agreement

Overview

The following provides an estimated fiscal impact of the ratified letter of agreement reached between the City of Tacoma and the Local 31 I.A.F.F. for an extension and modification of the collective bargaining agreement for the years 2019-2020.

Fiscal Impact

WAGES

- Effective June 1, 2018, wages shall be increased by four percent (4.0%).
- Effective January 1, 2019, wages shall be increased by at least two-and-seventy two hundredths of a percent (2.72%), plus any adjustment that may be needed to maintain 2nd place in their market, with the market wage review being completed based on data as of September 1, 2018.
- Effective January 1, 2020, wages shall be increased by four percent (4.0%).

| Fund/Department | 2018 FTE | 2018 Incremental Expense | 2019-2020 Incremental Expense |
|--------------------------------|--------------|--------------------------|-------------------------------|
| General Fund | 305.0 | \$779,400 | \$7,273,900 |
| Other General Government Funds | 69.0 | 176,300 | 1,645,600 |
| Total | 374.0 | \$955,700 | \$8,919,500 |

The cost of the wage adjustments in 2018 are not fully budgeted in the 2017-2018 Current Budget, but will be offset by expenditure savings. The cost of the wage adjustments in 2019 and 2020 will be included in the 2019-2020 Proposed Budget.



Professional Public Safety Management Association (PPSMA) Parity and Differentials for Fire Department Positions

- Effective June 1, 2018, wages for Fire Department PPSMA positions shall be increased by four percent (4.0%).

| Fund/Department | 2018 FTE | 2018 Incremental Expense |
|--------------------------------|------------|--------------------------|
| General Fund | 3.0 | \$47,200 |
| Other General Government Funds | 2.0 | 30,800 |
| Total | 5.0 | \$78,000 |

The cost of the wage adjustments in 2018 are not fully budgeted in the 2017-2018 Current Budget, but will be offset by expenditure savings.

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