



To: Elizabeth Pauli, City Manager

From: Katie Johnston, Budget Officer

Date: December 20, 2022

Subject: **Fiscal Impact of L483 Human Resources 2023-2024 CBA (TA)**

Overview

The City of Tacoma and the Local 483 Human Resources bargaining unit have reached a tentative agreement for a successor collective bargaining agreement (CBA) effective January 1, 2023, through December 31, 2024.

Financial Impact

Effective and retroactive to January 1, 2023, all classifications shall receive a 2.5% general wage increase. In addition, the following market adjustments shall be applied:

- Human Resources Assistant 8%
- Human Resources Specialist 5%
- Human Resources Analyst 5%

Effective January 1, 2024, all classifications shall receive a 2.75% general wage increase. In addition, the following market adjustments shall be applied:

- Human Resources Assistant 2%
- Human Resources Specialist 1%
- Human Resources Analyst 1%

Fund/Department	FTE	2023 Incremental Expense	2024 Incremental Expense	Total Incremental Expense
All Other General Government	25.0	\$180,800	\$283,100	\$463,900
Total	25.0	\$180,800	\$283,100	\$463,900

Funding for 2023-2024

The cost of the proposed wage increase is budgeted in the Adopted 2023-2024 Budget. Departments will be responsible for adhering to their overall level of appropriation.

CC:

- Dylan Carlson, Senior Labor Relations Manager
- Karen Short, Senior Human Resources Analyst
- Hayley Falk, Financial Manager
- Mayra Wheelock, Management Analyst II