




To: Joy St. Germain, Human Resources Director

From:  Tadd Wille, Budget Officer

Date: October 16, 2014

Subject: **Fiscal Impact of IBEW Local 483 Water Pollution Biosolids Coordinator Wage Increase for 2014**

Overview

The Biosolids Coordinator classification (# 51000) will become part of the IBEW Local 483 Water Pollution bargaining unit effective August 12, 2014. As such, the classification will also receive the benefits of the existing collective bargaining agreement beginning on the effective date. There are currently two incumbents in the Biosolids Coordinator classification.

Financial Impact

Effective August 12, 2014 wage rates for the Biosolids Coordinator classification will increase by the following amounts per the adopted collecting bargaining agreement of IBEW Local 483 Water Pollution:

- Wages shall increase 1.2%.
- The incumbents will be eligible for two separate certification incentives. Combined, the incentives total 5%.
- The employee in position 50004743 will receive 4% longevity and the employee in position 50001684 will receive 1% longevity.

Fund/Department	FTE	2014 Budgeted Incremental Expense	2014 Negotiated Incremental Expense	Variance over/(under) Budget
General Fund	0.0	\$0	\$0	\$0
General Government Utilities	1.0	0	6,300	6,300
Other General Government Funds	0.0	0	0	0
Tacoma Public Utilities	0.0	0	0	0
Total	0.0	\$0	\$6,300	\$6,300

Funding for 2014

The estimated total cost including salaries and benefits is \$236,272. The increase is not included in the 2013-2014 Adopted Biennial Budget.