



To: Elizabeth Pauli, City Manager

From: Katie Johnston, Budget Officer

Date: May 6, 2021

Subject: Fiscal Impact of IBEW Local 483 Clerical Unit 2021-2023 CBA

Overview

The following provides an estimate fiscal impact of the Tentative Agreement between the City of Tacoma and the IBEW Local 483 Clerical bargaining unit for a 3 year successor collective bargaining agreement effective from January 1, 2021 to and including December 31, 2023.

Financial Impact

- Effective January 1, 2021, bargaining unit employees shall receive a general wage increase of 1%.
- Effective January 1, 2022, bargaining unit employees shall receive a general wage increase of 1%.
- Effective July 1, 2022, bargaining unit employees shall receive a general wage increase of 1%.
- Effective January 1, 2023, bargaining unit employees shall receive a general wage increase equal to 100% of the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma-Bellevue Area, all items, measured from June of 2021 to June of 2022, with a minimum increase of 2% and a maximum increase of 3%.

In addition to the general wage increases described above, the following market adjustments shall be applied.

Market Adjustments				
CSC Code	Classification	January 1, 2021	January 1, 2022	January 1, 2023
00060	Office Assistant	3.0%	2.0%	2.0%
05040	Financial Assistant	3.0%	2.0%	2.0%
05080	Accountant	4.0%	4.0%	2.0%
05140	Accountant, Senior	4.0%	4.0%	2.0%
05470	Retirement Specialist	3.0%	2.0%	2.0%
07370	Administrative Assistant	3.0%	2.0%	2.0%
11400	Public Disclosure Specialist	4.0%	3.0%	2.0%
11410	Public Disclosure Analyst	5.0%	5.0%	2.0%



Fund/Department	FTE	2021 Proposed Incremental Expense	2022 Proposed Incremental Expense	2023 Proposed Incremental Expense
General Fund	15.7	\$43,300	\$83,500	\$136,500
General Fund Supported	7.4	22,000	42,000	68,600
Environmental Services	18.0	48,600	94,900	155,000
All Other General Government	77.0	272,300	556,300	857,800
Tacoma Public Utilities	63.0	196,200	386,000	612,000
Total	181	\$582,400	\$1,162,700	\$1,829,900

Funding for 2021-2022 and 2023

The cost of the proposed wage increase is partially budgeted in the Adopted 2021-2022 Budget and will be included in the 2023-2024 budget. Departments will be responsible for adhering to their overall level of appropriation.

CC:

- Dylan Carlson, Lead Labor Negotiator
- Karen Short, Senior Human Resource Analyst
- Hayley Falk, Lead Management Analyst
- Nick Smith, Management Analyst