



To: Kendra McCoy, Labor Analyst
From: Katie Johnston, Budget Officer *KJ*
Date: February 4, 2019
Subject: Financial Impact of 483 Water Pollution Wage Increase

Overview

A Tentative Agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483 Water Pollution Unit, has been reached for a successor collective bargaining agreement for the year 2018-2019.

Financial Impact

Effective January 1, 2018, all classifications shall receive an across the board wage increase of 2.5%.

Effective January 1, 2019, all classifications shall receive an across the board wage increase of 3.0%

Effective January 1, 2019, the safety footwear allowance shall increase from \$250.00 to \$300.00 annually.

Fund/Department	FTE	2018 Negotiated Incremental Expense	2019 Negotiated Incremental Expense	TOTAL Negotiated Incremental Expense
Environmental Services	50.0	\$120,000	\$318,000	\$438,000
Total	50.0	\$120,000	\$318,000	\$438,000

Funding for 2019-2020 Budgets

The cost of the negotiated increase is included in the Adopted 2019-2020 budget.

CC: Dylan Carlson, Senior Labor Relations Manager