



**To:** Jennifer Watts, Labor Analyst  
**From:** Katie Johnston, Budget Officer *KJ*  
**Date:** February 24, 2020  
**Subject:** Fiscal Impact of Local 483 Water Pollution Wage Increase for 2020-2022

**Overview**

The following provides an estimate fiscal impact of the successor collective bargaining agreement between the City of Tacoma and the Local 483 Water Pollution Control (“Union”) has been reached for a successor collective bargaining agreement for the years 2020-2022.

**Financial Impact**

Effective January 1, 2020, all classifications shall receive an across the board wage increase of three percent (3%). This increase shall apply retroactively to all employees employed on or after January 1, 2020.

Effective January 1, 2021, all classifications shall receive an across the board wage increase of two and one half percent (2.5%).

Effective January 1, 2022, all classifications shall receive an across the board wage increase of two and one quarter percent (2.25%).

Effective upon implementation, employees working any straight time hours during the “B” shift shall receive an additional five percent (5%) added to their rate of pay for all such hours worked consistent with the Fair Labor Standards Act (FLSA).

Effective upon implementation, the most senior Electrical/Instrumentation Technician, with a minimum of three (3) year of employment in the Operations and Maintenance Division, shall be designated as a Lead and shall receive an additional five percent (5%) added to their rate of pay for all hours worked.

| Fund/Department        | FTE  | 2020<br>Negotiated<br>Incremental<br>Expense | 2021<br>Negotiated<br>Incremental<br>Expense | 2022<br>Negotiated<br>Incremental<br>Expense |
|------------------------|------|--|--|--|
| Environmental Services | 52.0 | 334,200                                      | 470,200                                      | 595,600                                      |
| Total                  | 52.0 | \$334,200                                    | \$470,200                                    | \$595,600                                    |

**Funding for 2020, 2021, and 2022**

The cost of the negotiated wage increase is partially budgeted the Adopted 2019-2020 Budget and will be included in the 2021-2022 proposed biennial budget. Departments will be responsible for adhering to their overall level of appropriation.



CC: Dylan Carlson, Lead Labor Negotiator  
Karen Short, Senior Human Resources Analyst  
Sam Benscoter, Lead Management Analyst  
Hayley Falk, Management Analyst