



To: Joy St. Germain, Human Resources Director

From: *TW* Tadd Wille, Budget Director

Date: 26 July, 2016

Subject: Fiscal Impact of Local 483 IBEW Wage Increase for 2016-2019

**Overview**

A Tentative Agreement between the City of Tacoma and the IBEW Local 483 Clerical Unit has been reached for a successor collective bargaining agreement for the years 2016-2019. The following memo provides a financial analysis for wage increases effective January 1, 2016.

**Financial Impact**

Effective January 1, 2016, wages shall be increased by one and one-tenths percent (1.1%), effective retroactively.

Effective January 1, 2017, wages shall be increased by two percent (2.0%).

Effective January 1, 2018, wages shall be increased by two percent (2.0%).

Effective January 1, 2019, wages shall be increased by two percent (2.0%).

For any year of this contract during which an employee’s base wage remains redlined after the classification rate increase, the employee shall receive a one-time lump sum payment of \$500. This applies to one employee in the bargaining unit.

Any employee covered by this unit who is in an active status as of the date of Union ratification of this Agreement shall receive a one-time lump sum of \$900. This applies to approximately 164 employees.

Fund/Department	2016 FTE	2016 Negotiated Incremental Expense	2017 Negotiated Incremental Expense	2018 Negotiated Incremental Expense	2019 Negotiated Incremental Expense
General Fund	64.4	\$110,952	\$35,055	\$96,455	\$98,384
General Government Utilities	22.8	36,592	9,074	30,167	30,770
Other General Government Funds	32.1	52,377	14,284	44,038	44,918
Tacoma Public Utilities	48.0	77,128	17,746	62,675	63,928
<b>Total</b>	<b>167.3</b>	<b>\$277,049</b>	<b>\$76,159</b>	<b>\$233,335</b>	<b>\$238,001</b>