



To: Kendra McCoy, Labor Analyst
From: Katie Johnston, Budget Officer *KJ*
Date: June 10, 2019
Subject: Financial Impact of 483 Human Resources Wage Increase

Overview

A Tentative Agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483 Human Resources, has been reached for a successor collective bargaining agreement for the year 2020.

Financial Impact

Effective January 1, 2020, the 2019 rate for Human Resources Specialist, Human Resources Analyst and Human Resources Assistants shall be increased by three percent (3%).

Fund/Department	FTE	2020 Negotiated Incremental Expense	TOTAL Negotiated Incremental Expense
All Other General Government	22.0	\$102,900	\$102,900
Total	22.0	\$102,900	\$102,900

Funding for 2020 Budget

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

CC: Dylan Carlson, Senior Labor Relations Manager
 Cecily Hutton, Labor Negotiator



TACOMA PUBLIC UTILITIES
 3628 South 35th Street
 Tacoma, Washington 98409-3192

To: Katie Johnston, Budget Manager
 From: Jim Sant, Deputy Director for Administration, Management Services
 Date: May 23, 2019
 Subject: Fiscal Impact of the International Brotherhood of Electrical Workers (IBEW), Local 483 – Water Unit – 2019-2021 Successor Agreement

Background:

A Tentative Agreement has been reached between the City of Tacoma and the IBEW, Local 483 – Water unit for a new successor collective bargaining agreement for the years 2019-2021.

Financial Impact:

This agreement is for a three year term, 2019-2021, and consists of 129 employees in 22 classifications within Tacoma Water.

- Effective January 1, 2019, the journey level wage rate and all wage rates not expressed as a percentage of journey level, will be increased by three percent (3.0%). All employees covered by this agreement that were employed as of January 1, 2019 shall receive the aforementioned wage increase retroactively.
- Effective January 1, 2020, the journey level wage rate and all wage rates not expressed as a percentage of journey level, will be increased by three percent (3.0%).
- Effective January 1, 2021, the journey level wage rate and all wage rates not expressed as a percentage of journey level, will be increased by two and one half percent (2.5%).

Year	Incremental Increase
2019	\$330,610.52
2020	\$345,318.08
2021	\$294,135.44

The wage adjustments for 2019 and 2020 are included in the 2019-2020 Adopted Biennial Budget.

Concur:

Jackie Flowers, Director of Utilities, CEO

