



**To:** Joy St. Germain, Human Resources Director

**From:** TW Tadd Wille, Budget Director

**Date:** September 25, 2015

**Subject:** Fiscal Impact of Local 17 Professional and Technical Employees Wage Increase for 2015-2018

**Overview**

The following provides a financial analysis for wage increases for Local 17 Professional and Technical Employees effective upon council approval.

**Financial Impact**

Effective January 1, 2015 wage rates for Local 17 Professional and Technical Employees have been negotiated to increase by 1%. Bargaining unit members will also receive a one-time lump sum payment of \$500. Employees holding and additional ICC Certification for their assigned discipline will receive an additional one-time lump sum payment of \$500. Clothing allowance for the classifications Parking Enforcement Officer (CSC 00700) and Parking Enforcement Officer, Lead (CSC 00710) will increase from \$450 to \$550 per year.

Effective January 1, 2016 wage rates for Local 17 Professional and Technical Employees have been negotiated to increase by 1%. Bargaining unit members will also receive a one-time lump sum payment of \$500.

Fund/Department	FTE	2015 Negotiated Incremental Expense	2016 Negotiated Incremental Expense	Total Incremental Cost
General Fund	16.0	24,768	38,476	63,244
General Government Utilities	101.3	136,889	225,144	362,033
Other General Government Funds	52.2	73,993	118,969	192,962
Tacoma Public Utilities	98.0	134,115	217,526	351,641
<b>Total</b>	<b>267.5</b>	<b>369,765</b>	<b>600,116</b>	<b>969,881</b>

Effective January 1, 2017 wages will be increased by 2% for all classifications. This increase will be included in the 2017-2018 biennial budget.

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**Funding for 2015-2016**

The total cost of the negotiated increase is included in the 2015-2016 biennial budget.