



**To:** Elizabeth Pauli, City Manager

**From:** Reid Bennion, Acting Budget Officer

**Date:** January 5, 2021

**Subject:** **Fiscal Impact of IBEW Local 483 General Increases for 2021-2022**

**Overview**

The following provides an estimate fiscal impact of the tentative collective bargaining agreement between the City of Tacoma and the IBEW Local 483 Human Resources bargaining unit effective from January 1, 2021 to and including December 31, 2022.

**Financial Impact**

Effective January 1, 2021, base wage rates will be increased by one percent (1%)

Effective January 1, 2022, base wage rates will be increased by one percent (1%)

Effective July 1, 2022, base wage rates will be increased by one percent (1%).

Fund/Department	FTE	2021 Incremental Expense	2022 Incremental Expense
All Other General Government	22.0	\$20,000	\$51,000
<b>Total</b>	<b>22.0</b>	<b>\$20,000</b>	<b>\$51,000</b>

**Funding for 2021-2022**

The cost of the negotiated wage increase is included in the Adopted 2021-2022 budget.

CC:

- Dylan Carlson, Labor Relations Manager
- Karen Short, Senior Human Resource Analyst
- Hayley Falk, Lead Management Analyst
- Jen Watts, Labor Analyst