



To: Elizabeth Pauli, City Manager
From: Katie Johnston, Budget Officer
Date: November 8, 2021
Subject: Fiscal Impact of Local 31 and PPSMA 2022 Wage Increases

Overview

The wage increases below are agreed to in the 2021-2022 Collective Bargaining Agreement by and between the City of Tacoma and Tacoma Fire Fighters Union Local #31 and in the 2021-2023 Agreement by and between City of Tacoma and Professional Public Safety Management Association (PPSMA).

Fiscal Impact

Language for the increases for the represented classifications are contained within the collective bargaining agreements listed below and are effective January 1, 2022.

Bargaining Unit	Increase	Effective
Tacoma Fire Fighters Union, Local 31	3.00%	1/1/2022
Professional Public Safety Managers Association (Deputy/Assistant Fire Chief only)	Maintain parity with Local 31 titles	1/1/2022

Fund/Department	2022 Budgeted FTE	2022 Proposed Incremental Expense
General Fund	322	\$1,228,600
All Other General Government	122	464,300
Total	444	\$1,692,900

The incremental increases are partially budgeted in the Adopted 2021-2022 Budget. The department will be responsible for adhering to their overall level of appropriation.

Cc: Dylan Carlson, Lead Labor Negotiator
Karen Short, Senior Human Resources Analyst
Jen Watts, Labor Relations Analyst
Hayley Falk, Lead Budget Analyst



To: Elizabeth Pauli, City Manager
From: Katie Johnston, Budget Officer
Date: November 8, 2021
Subject: Fiscal Impact of Municipal Court Judge and Court Commissioner 2022 Wage Increases

Overview

The wage increases below are based on salaries published by the Washington Citizen’s Commission on Salaries for Elected Officials for the nonrepresented classifications of Municipal Court Judge and Court Commissioner.

Fiscal Impact

A general wage increase of 1.75 percent, effective July 1, 2022, is recommended based on salaries published by the Washington Citizen’s Commission on Salaries for Elected Officials.

Classification	Increase	Effective
Municipal Court Judge	1.75%	7/1/2022
Court Commissioner	1.75%	7/1/2022

Fund/Department	2022 Budgeted FTE	2022 Proposed Incremental Expense
General Fund	4	\$8,000
Total	4	\$8,000

The incremental increases are partially budgeted in the Adopted 2021-2022 Budget. The department will be responsible for adhering to their overall level of appropriation.

Cc: Dylan Carlson, Lead Labor Negotiator
Karen Short, Senior Human Resources Analyst
Jen Watts, Labor Relations Analyst
Hayley Falk, Lead Budget Analyst



To: Elizabeth Pauli, City Manager

From: Katie Johnston, Budget Officer

Date: November 15, 2021

Subject: 2022 Fiscal Impact of Select Wage Increases

Overview

All non-represented and non-represented executive classifications, except City Manager and Utilities Director, wages will increase by 2 percent, effective January 1, 2022. Additionally, four classifications received small adjustments to meet minimum wage requirements. The estimated cost of all non-represented wage increases for 2022 is listed in the table below.

Fund/Department	FTE	2022 Incremental Expense
General Fund	123	\$293,900
General Fund Supported	49	128,400
General Government Utilities	108	291,100
Other General Government Funds	306	806,300
Tacoma Public Utilities	551	1,648,400
Total	1,138	\$3,168,000

Funding for 2022 Budget

The incremental increases are partially budgeted in the Adopted 2021-2022 Budget. The departments will be responsible for adhering to their overall level of appropriation.

Cc: Kari Louie, Assistant Human Resources Director
 Jen Peters, Human Resources Manager
 Karen Short, Senior Human Resources Analyst
 Hayley Falk, Lead Budget Analyst