



To: Jennifer Watts, Labor Relations Analyst

From: Katie Johnston, Budget Officer *KJ*

Date: 2/10/2020

Subject: **Financial Impact of Letter of Agreement Between the City of Tacoma, International Brotherhood of Electrical Workers Local 483, and Professional and Technical Employees Local 17**

Overview

A Letter of Agreement between the City of Tacoma, the International Brotherhood of Electrical Workers, Local 483 Supervisors Unit, and the Professional and Technical Employees Local 17 has been reached to clarify that IBEW Local 483 will be the authorized bargaining representative for the classification of Solid Waste Collection Supervisor. In addition, this Letter of Agreement provides for wage increases for 2019 and 2020, as well as a new annual boot allowance.

Financial Impact

Effective January 1, 2019, the 2018 rate for Solid Waste Collection Supervisor shall be increased by nine and three quarter percent (9.75%). This represents a three percent (3%) general wage increase and a six and three quarter percent (6.75%) market adjustment.

Effective January 1, 2020, the 2019 rate for Solid Waste Collection Supervisor shall be increased by two and one quarter percent (2.25%)

Effective January 1, 2019, employees in this classification will be eligible for a \$300 annual boot allowance.

Fund/Department	FTE	2019 Negotiated Incremental Expense	2020 Negotiated Incremental Expense	TOTAL Negotiated Incremental Expense
General Government Utilities	2.0	\$23,000	\$29,000	\$52,000
Total	2.0	\$23,000	\$29,000	\$52,000

Funding for 2019-2020 Budget

The cost of the negotiated wage increase is partially budgeted in the Adopted 2019-2020 Budget and will be included in the 2021-2022 budget. The department will be responsible for adhering to their overall level of appropriation.

CC: Dylan Carlson, Senior Labor Relations Manager