



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

To: Tadd Wille, Budget Officer
 From: Barbara Ostrander, Senior Financial Manager, Management Services
 Date: October 11, 2013
 Subject: Financial Impact for Local 160 International Association of Machinists and Aerospace Workers – Mechanics Unit Agreement

Background:

The agreement with the Mechanics Unit covers the years from 2013 through 2017. This bargaining unit consists of 10 budgeted full-time equivalent (FTE) positions.

Financial Impact:

The agreement calls for cost of living adjustments to be applied on January first of each year. The 2013 and 2014 increase is \$.28 per hour. The 2013-2014 budget includes a 3.0% increase for all classifications in this bargaining unit. Increases for 2015 through 2017 will be based on 100 percent of the CPI-W Seattle-Tacoma-Bremerton index, from June of the preceding year, with a minimum increase of two (2) percent and a maximum increase of four (4) percent. The agreement also includes increases to allowances for rain gear, boots and work clothes totaling \$150 per employee per year.

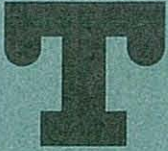
Year	Actual Increase	Budgeted Increase	Impact Fav (UnFav)
2014	\$7,022	\$24,578	\$17,556

Year	Minimum 2%	Maximum 4%
2015	\$16,255	\$32,511
2016	\$16,581	\$33,811
2017	\$16,912	\$35,164

Concur:


 William A. Gaines, Director of Utilities, CEO





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To: Tadd Wille, Budget Officer
 From: Barbara Ostrander, Senior Financial Manager, Management Services
 Date: October 11, 2013
 Subject: Financial Impact for Local 160 International Association of Machinists and Aerospace Workers – Track Workers Unit Agreement

Background:

The agreement with the Track Workers Unit covers the years from 2013 through 2017. This bargaining unit consists of 8 budgeted full-time equivalent (FTE) positions.

Financial Impact:

The agreement calls for cost of living adjustments to be applied on January first of each year. The 2013 and 2014 increases will be .64%. The 2013-2014 budget includes a 3.0% increase for all classifications in this bargaining unit. Increases for 2015 through 2017 will be based on 100 percent of the CPI-W Seattle-Tacoma-Bremerton index, from June of the preceding year, with a minimum increase of two (2) percent and a maximum increase of four (4) percent. The agreement also includes increases to allowances for rain gear, boots and work clothes totaling \$150 per employee per year.

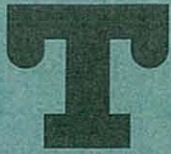
Year	Actual Increase	Budgeted Increase	Impact Fav (UnFav)
2014	\$3,743	\$17,883	\$14,140

Year	Minimum 2%	Maximum 4%
2015	\$11,772	\$23,544
2016	\$12,008	\$24,486
2017	\$12,248	\$25,466

Concur:


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To: Tadd Wille, Budget Officer
 From: Barbara Ostrander, Senior Financial Manager, Management Services
 Date: October 11, 2013
 Subject: Financial Impact for Local 160 IAM and AW, Yard Clerk Unit

Background

The agreement with IAM&AW, Local 160 Yard Clerk Unit, covers the years from 2012 through 2016. This bargaining unit currently consists of 5 budgeted full-time equivalent (FTE) positions.

Financial Impact:

Effective each January 1, for the years 2014 through 2016, the hourly wage shall increase by the amount equal to 100 percent CPI with a minimum increase of two (2) percent and a maximum increase of four (4) percent. The CPI for this period was 1.2% so the bargaining unit will receive the minimum increase of two (2) percent. A three (3) percent increase was included in the 2014 budget so there will be a positive variance for the year when comparing budget and actual costs associated with the agreement.

Year	Actual Increase	Budgeted Increase	Impact Fav (UnFav)
2014	\$7,553	\$11,329	\$3,776

Year	Minimum 2%	Maximum 4%
2015	\$7,704	\$15,407
2016	\$7,858	\$16,023

Concur:


 William A. Gaines, Director of Utilities, CEO





To: Joy St. Germain, Human Resources Director
 From: *TW* Tadd Wille, Budget Officer
 Date: August 16, 2013
 Subject: 2014 Fiscal Impact of Local 483 Court Clerks Contract

Background

The current contract covers the calendar years 2012 through 2015 for employees represented by the International Brotherhood of Electrical Works, Local 483 Court Clerks. According to the contract, effective January 1, 2014, wages shall increase by an amount equal to 100% of the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), for the Seattle-Tacoma area for all items. The increase will be a minimum of one percent (1%) and a maximum of three percent (3%).

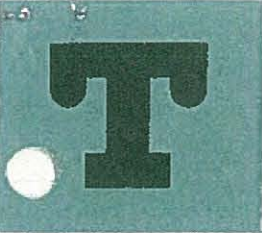
This bargaining unit consists of 26.8 full-time equivalent (FTE) budgeted positions in the Municipal Court Department.

Fiscal Impact Assumption for 2014

Effective January 1, 2014, wages shall increase by an amount equal to 100% of the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), for the Seattle-Tacoma area for all items, measured from June of 2012 to June of 2013. This rate is 1.2%

Impact Analysis for 2014

Fund/Department	FTE	2014 Increase	2014 Budget	Variance (over)/under Budget
0010 - General Fund	18.2	\$ 64,781	\$ 171,699	\$ 106,917
1650 - Traffic Enforcement	5.3	18,972	50,363	31,390
4140 - Parking Operations	3.3	11,257	35,908	24,650
Total	26.8	\$ 95,011	\$ 257,969	\$ 162,958



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To: Tadd Wille, Budget Officer
 From: Barbara Ostrander, Senior Financial Manager, Management Services
 Date: August 1, 2013
 Subject: Financial Impact of the International Brotherhood of Electrical Workers, Local 483 – Customer Service & Field Services Unit Agreement

Background:

The agreement with the International Brotherhood of Electrical Workers, Local 483 – Customer Service & Field Service Unit covers 147 budgeted employees. Twenty nine of these employees work for General Government and the balance at Tacoma Public Utilities. The agreement is for a four year period from January 1, 2011 to December 31, 2014.

Financial Impact:

The agreement calls for zero wage increases for 2011 and 2012. Wages for 2013 have been determined by the agreed to 2010 Market Study comparables utilizing 2012 wages. Effective January 1, 2014 the 2013 rates will increase by an amount equal to 100% of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma area. This rate is 2%. The 2013-2014 budget included a 4% increase for 2014.

	FTE's	2014 Increase	2014 Budget	Impact Fav (Unfav)
General Fund	7	\$ 10,807	\$ 21,290	\$ 10,483
Non-General Fund	22	\$ 32,356	\$ 63,740	\$ 31,384
Tacoma Public Utilities	118	\$166,645	\$329,288	\$162,643
Total	147	\$209,808	\$414,318	\$204,510

Concur:


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To: Tadd Wille, Budget Officer
 From: Barbara Ostrander, Senior Financial Manager, Management Services
 Date: August 1, 2013
 Subject: Financial Impact of the International Brotherhood of Electrical Workers, Local 483 – Supervisors Unit Agreement

Background:

The agreement with the International Brotherhood of Electrical Workers, Local 483 – Supervisors Unit covers 9 budgeted employees. Four of these employees work for General Government and the balance at Tacoma Public Utilities. The agreement is for a four year period from January 1, 2011 to December 31, 2014.

Financial Impact:

The agreement calls for zero wage increases for 2011 and 2012. Wages for 2013 have been determined by the agreed to 2010 Market Study comparables utilizing 2012 wages. Effective January 1, 2014 the 2013 rates will increase by an amount equal to 100% of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma area. This rate is 2%. The 2013-2014 budget included a 4% increase for 2014.

	FTE's	2014 Increase	2014 Budget	Impact Fav (Unfav)
General Fund	1	\$2,883	\$5,602	\$ 2,719
Non-General Fund	3	\$6,842	\$13,774	\$ 6,932
Tacoma Public Utilities	5	\$9,895	\$20,428	\$10,533
Total	9	\$19,620	\$39,804	\$20,184

Concur:


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To: Tadd Wille, Budget Officer
From: Barbara Ostrander, Senior Financial Manager, Management Services
Date: August 1, 2013
Subject: Financial Impact of the International Brotherhood of Electrical Workers, Local 483 – Water Division Unit Agreement

Background:

The agreement with the International Brotherhood of Electrical Workers, Local 483 – Water Division Unit covers 120 budgeted employees for the Water Division at Tacoma Public Utilities for a four year period from January 1, 2011 to December 31, 2014.

Financial Impact:

The agreement calls for zero wage increases for 2011 and 2012. Wages for 2013 have been determined by the agreed to 2010 Market Study comparables utilizing 2012 wages. Effective January 1, 2014 the 2013 rates will increase by an amount equal to 100% of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma area. This rate is 2%. The 2013-2014 budget included a 4% increase for 2014.

	2014 Increase	2014 Budget	Impact Fav (Unfav)
Tacoma Water Fund 4600	\$187,579	\$378,680	\$191,101

Concur:

William A. Gaines, Director of Utilities, CEO





To: Joy St. Germain, Human Resources Director

From: *TW* Tadd Wille, Budget Officer

Date: August 16, 2013

Subject: Fiscal Impact of Local 483, IBEW; Water Pollution Control Unit's 2014 cost of living adjustment as contained in the Local's 2011 – 2014 collective bargaining agreement

Fiscal Impact Assumption for 2014

Effective January 1, 2014, the 2013 rates will increase by an amount equal to 100 percent of the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the Seattle-Tacoma area for all items, measured from June of 2012 to June of 2013, with a minimum increase of 2 percent and a maximum increase of 4 percent. The actual Index increased by 1.2 percent, therefore the minimum of a 2 percent increase is added to all 51 budgeted positions.

Impact Analysis of 2014 Budget vs. Actual COLA

Fund/Department	FTE	2014 Increase	2014 Budget	Variance (over)/under Budget
4200 - Gen Gov't Solid Waste	9.0	\$ 40,400	4,266	\$ (36,134)
4300 - Gen Gov't Wastewater	42.0	197,264	398,492	201,228
Total	51.0	\$ 237,664	\$ 402,758	\$ 165,094



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To: Tadd Wille, Budget Officer
 From: Barbara Ostrander, Senior Financial Manager, Management Services
 Date: February 27, 2013
 Subject: Financial Impact for the Brotherhood of Locomotive Engineers and Trainmen

Background:

A Tentative Agreement between the City of Tacoma and the Brotherhood of Locomotive Engineers and Trainmen Unit (Union) has been reached to implement a successor collective bargaining agreement (CBA) for 2012 – 2017. This bargaining unit consists of 19 to 20 budgeted full-time equivalent (FTE) positions. FTEs are estimated for years not yet budgeted (2015-2016).

Financial Impact:

The agreement calls for cost of living adjustments to be applied on July first of each year.

- Effective July 1, 2012, the hourly rate shall be \$33.74
- Effective July 1, 2013, the hourly rate shall be \$34.84
- Effective July 1, 2014, the hourly rate shall be \$35.94
- Effective July 1, 2015, the hourly rate shall be \$37.04
- Effective July 1, 2016, the hourly rate shall be \$38.14

Effective January 1, 2013, a onetime ratification payment of \$80,000 will be divided between members based on hours worked. The agreement also includes increases to allowances for shoes and gloves totaling \$140 per employee per year.

FTEs	Year	Actual Increase	Budgeted Increase	Impact Fav (UnFav)
20	2012	\$24,199	\$25,071	\$872
19	2013	\$135,276	\$52,398	(\$82,878)
19	2014	\$55,276	\$53,350	(\$1,926)
19	2015 - 2016	\$110,552	N/A	N/A
	Total	\$325,303	N/A	N/A

Concur:


 William A. Gaines, Director of Utilities, CEO





To: Joy St. Germain, Human Resources Director
From: *TW* Tadd Wille, Budget Officer
Date: August 15, 2013
Subject: Fiscal Impact of Local 17 Professional and Technical Employees 2013 Wage Increase

Fiscal Impact Assumption for 2013

Effective January 1, 2013 wages were increased by a flat rate adjustment of 5% in lieu of the market increase for 2013. All employees shall receive a \$1,000 lump sum payment.

Impact Analysis

Fund/Department	FTE	2013 Increase	2013 Budget	Variance (over)/under Budget
General Fund	18.0	\$ 98,476	\$ 125,562	\$ 27,085
General Government Utilities	97.9	511,785	638,944	127,160
Other General Government Funds	50.0	258,321	333,313	74,991
Tacoma Public Utilities	93.0	474,318	610,629	136,310
Total	258.9	\$ 1,342,901	\$ 1,708,447	\$ 365,547



To: Joy St. Germain, Human Resources Director
From: *TW* Tadd Wille, Budget Officer
Date: November 4, 2013
Subject: **Fiscal Impact of Local 17 Professional and Technical Employees
2014 Wage Increase**

Fiscal Impact Assumption for 2014

Effective January 1, 2014 wages will be increased by 2% which is equal to 100% of the increase in the Consumer Price Index for the Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma area.

Impact Analysis

Fund/Department	FTE	2014 Increase	2014 Budget	Variance (over)/under Budget
General Fund	18.0	\$ 33,129	\$ 115,512	\$ 82,383
General Government Utilities	97.4	171,165	596,283	425,117
Other General Government Funds	46.0	80,789	281,526	200,737
Tacoma Public Utilities	93.0	160,553	559,659	399,106
Total	254.4	\$ 445,636	\$ 1,552,979	\$ 1,107,343