




To: Joy St. Germain, Human Resources Director

From:  Tadd Wille, Budget Director

Date: 25 January, 2016

Subject: Fiscal Impact of Teamsters Local Union No. 117 General Unit Wage Increase for 2015-2018

Overview

A Tentative Agreement between the City of Tacoma and the Teamsters Local Union No. 117 General Unit (117 General) has been reached for a new successor collective bargaining agreement for the years 2015-2018.

Financial Impact

Effective January 1, 2015 all wage rates for 117 General classifications shall be increased by 2%; except the classification Solid Waste Worker (CSC 06270) which will receive a selective wage adjustment of 5%.

Effective January 1, 2016 all wage rates for 117 General classifications shall be increased by 1.1%.

Additionally, effective July 1, 2016 the wage rates for Carpenter (CSC 52010) and Painter Industrial (CSC 52050) classifications shall be increased by 1.5% and wage rates for Crime Analyst (CSC 11010) and Senior Crime Analyst (CSC 11020) shall be increased by 2%.

| Fund/Department | FTE | 2015 Negotiated Incremental Expense | 2016 Negotiated Incremental Expense | 2015-2016 Total Incremental Expense |
|--------------------------------|--------------|-------------------------------------|-------------------------------------|-------------------------------------|
| General Fund | 36.0 | 57,381 | 92,100 | 149,482 |
| General Government Utilities | 65.5 | 142,823 | 190,691 | 333,514 |
| Other General Government Funds | 49.0 | 66,713 | 107,135 | 173,849 |
| Tacoma Public Utilities | 46.4 | 55,033 | 88,047 | 143,081 |
| Total | 196.9 | \$321,950 | \$477,973 | \$799,926 |

Effective January 1, 2017 wage rates for all classifications shall be increased by 2%.

Effective January 1, 2018 wage rates for all classifications shall be increased by 2.5%.

The following table provides an estimate of incremental cost increases for the years 2017-2018.



| Fund/Department | FTE | 2017 Negotiated Incremental Expense | 2018 Negotiated Incremental Expense | 2017-2018 Total Incremental Expense |
|--------------------------------|--------------|--|--|--|
| General Fund | 36.0 | 94,000 | 96,000 | 190,000 |
| General Government Utilities | 65.5 | 195,000 | 199,000 | 394,000 |
| Other General Government Funds | 49.0 | 109,000 | 112,000 | 221,000 |
| Tacoma Public Utilities | 46.4 | 90,000 | 92,000 | 182,000 |
| Total | 196.9 | 488,000 | 499,000 | 987,000 |

Funding for 2015-2018

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

Wage increases for the 2017-2018 biennium will be included as the budget is developed.