

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

To: Katie Johnston, Budget Manager  
From: Jim Sant, Deputy Director for Administration, Management Services  
Date: October 22, 2019  
Subject: Fiscal Impact of Local 160 Yard Clerk Unit



**Background:**

A Tentative Agreement between the City of Tacoma and the International Association of Machinists and Aerospace Workers District 160 Yard Clerk bargaining unit, has been reached for a successor collective bargaining agreement for the years 2020-2023.

**Fiscal Impact:**

The agreement is for wage increases for 2020, 2021, 2022 and 2023 and other matters.

1. Effective January 1, 2020, the City will withdraw the bargaining unit from the Western Metals Industry Pension Fund and assume withdrawal liabilities in accordance with plan procedures and applicable law. This will end the practice of employees forgoing (seventy cents) \$0.70 per hour and also discontinue the City's contribution of (seventy cents) \$0.70 into the Western Metals Industry Pension Fund. Employees will also cease to pay a surcharge of (ninety cents) \$0.90 per hour which is currently not reflected in their published base wage.
2. Effective January 1, 2020, the hourly rate for the Railway Yard Clerk shall be \$38.65.
3. Effective January 1, 2021, the hourly rate for the Railway Yard Clerk shall be \$39.50.
4. Effective January 1, 2022, the hourly rate for the Railway Yard Clerk shall be \$40.00.
5. Effective January 1, 2023, the hourly rate for the Railway Yard Clerk shall be \$40.50.
6. Employees who on December 31, 2019, or on the date of ratification of this Agreement, whichever is later, qualify for participation in the longevity program consistent with Ordinance 20938 and the Tacoma Joint Labor Agreement will continue to participate and progress in accordance with the current percentage factors for continuous years of employment. New employees hired on or after January 1, 2020, or after ratification of this Agreement, whichever is later, shall not be eligible or participate in the longevity program.

Beginning January 1, 2020, new employees hired after the second pay cycle in January will miss eligibility for the boot allowance. In lieu thereof, these employees will be eligible for reimbursements for the initial purchase of the required footwear up to \$200 for safety-toed boots, upon presentation of receipt.

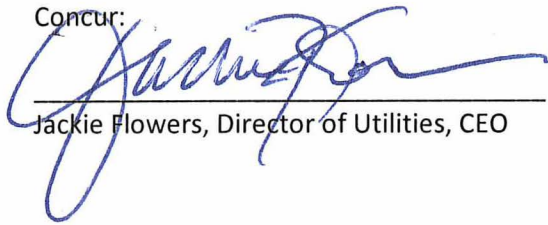


Division	Budgeted FTE's	2020 Increase	2021 Increase	2022 Increase	2023 Increase	Total
Tacoma Rail	5	\$29,084	\$10,708	\$6,274	\$6,274	\$52,340

**Summary:**

These wage adjustments are covered by the 2019-2020 Adopted Biennial Budget.

Concur:



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Jackie Flowers, Director of Utilities, CEO