



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: November 7, 2018
 Subject: Fiscal Impact of IAM Track Workers Unit Wage Increase for 2018-2020

Background:

A tentative agreement between the City of Tacoma and the International Association of Machinists and Aerospace Workers, Track Workers' Unit, has been reached for a new successor collective bargaining agreement for the years 2018-2020. This agreement affects 7 current employees and 8 budgeted FTE's for 2019 and 2020.

Financial Impact:

- Effective January 1, 2018 and retroactive exclusively for bargaining unit members employed upon the date of the Union's ratification of this Agreement, the hourly wages shall increase by an amount equal to three (3%) percent.
- Effective January 1, 2019 and retroactive exclusively for bargaining unit members employed upon the date of the Union's ratification of this Agreement, the hourly wages shall increase by an amount equal to three and six tenths (3.6%) percent. The Railway Track Maintenance Worker classification (71200) shall receive an additional fifty cents (\$.50) per hour increase applied after calculation of the across the board wage adjustment. The Railway Track Inspector classification (71190) shall receive an additional sixty-six cents (\$.66) per hour increase applied after calculation of the across the board wage adjustment. The Railway Track Supervisor classification (71210) shall receive an additional fifty cents (\$.50) per hour increase applied after calculation of the across the board wage adjustment.
- Effective January 1, 2020, the hourly wages shall increase by an amount equal to three (3%) percent.

| Department | 2018 Incremental Expense | 2019 Incremental Expense | 2020 Incremental Expense | Total Incremental Expense |
|-------------|--------------------------|--------------------------|--------------------------|---------------------------|
| Tacoma Rail | \$16,570 | \$32,445 | \$20,477 | \$69,492 |

Concur:

Jackie Flowers, Director of Utilities, CEO

