




To: Joy St. Germain, Human Resources Director

From:  Tadd Wille, Budget Officer

Date: May 27, 2014

Subject: Financial Impact of Local 313 Teamsters Union Wage Increase

Overview

The following provides a financial analysis for wage increases for Local 313 Teamsters Union effective January 1, 2014.

Financial Impact

This agreement is for a three year term, 2014-2016, and applies to all classifications in the bargaining unit.

- Effective January 1, 2014 wages shall increase 2%.
- Effective January 1, 2015 wages shall increase by 100% of the CPI-W Seattle-Tacoma-Bremerton, June-June index, with a minimum of 2% and a maximum of 4%.
- Effective January 1, 2016 wages shall increase by 100% of the CPI-W Seattle-Tacoma-Bremerton, June-June index, with a minimum of 2% and a maximum of 4%.

Funding for 2014

The total estimated cost in 2014 for salaries and benefits for Local 313 Teamsters Union including the 2% wage increase in 2014 discussed above is \$12,144,452. The total cost of the negotiated increase is included in the 2013-2014 budget.

Fund/Department	FTE	2014 Budgeted Incremental Expense	2014 Negotiated Incremental Expense	Variance Fav (Unfav)
General Fund	0.0	\$0	\$0	\$0
General Government Utilities	127.0	752,701	172,734	579,967
Other General Government Funds	0.0	0	0	0
Tacoma Public Utilities	0.0	0	0	0
Total	127.0	\$752,701	\$172,734	\$579,967

Funding for 2015-2016

Funding totals listed below for 2015-2016 represent the incremental change over the previous year.

Fund/Department	FTE	2015 Minimum 2%	2015 Maximum 4%	2016 Minimum 2%	2016 Maximum 4%
General Fund	0.0	\$0	\$0	\$0	\$0
General Government Utilities	127.0	275,411	472,269	377,959	542,214
Other General Government Funds	0.0	0	0	0	0
Tacoma Public Utilities	0.0	0	0	0	0
Total	127.0	\$275,411	\$472,269	\$377,959	\$542,214