



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 Mechanics Unit Wage Increase for 2018-2020



Background:

A tentative agreement between the City of Tacoma and the International Association of Machinists and Aerospace Workers, Mechanics' Unit, has been reached for a new successor collective bargaining agreement for the years 2018-2020. This agreement affects 14 current employees and 16 budgeted FTEs 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 the 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 top step hourly wage shall increase by the amount equal to three and six tenths (3.6%) percent. The Railway Shop Worker classification (71420) shall receive an additional one dollar (\$1.00) per hour increase applied to the top step after calculation of the across the board wage adjustment.
- Effective January 1, 2020, the hourly wages shall increase by the amount equal to three (3.0%) percent.

Department	2018 FTE	2018 Incremental Expense	2019 Incremental Expense	2020 Incremental Expense	Total Incremental Expense
Tacoma Rail	14	\$36,968	\$57,406	\$45,576	\$139,950

Concur:

Jackie Flowers, Director of Utilities, CEO

