



To: Joy St. Germain, Human Resources Director
From: *TW* Tadd Wille, Budget Officer
Date: May 5, 2014
Subject: Fiscal Impact of AFSCME Local 120 General Wage Increase

Overview

This memorandum provides a financial analysis for wage increases for AFSCME Local 120 General for the years 2013-2016.

Financial Impact

This agreement is for a four year term, 2013-2016, and applies to most classifications in the bargaining unit.

- Effective May 1, 2013 wages shall be increased according to job classification with the smallest wage increase being 2.0% and the largest wage increase being 5.94%.
- Effective January 1, 2014 wages shall increase by 1.2%.
- Effective January 1, 2015 wages shall increase by 1.5%.
- Effective April 1, 2016 wages shall increase by 2.0%.

Certain job classifications will also receive a Safety Footwear allowance increase from \$125 to \$150.

Fund/Department	FTE	2013 Budgeted Incremental Expense	2013 Negotiated Incremental Expense	2014 Budgeted Incremental Expense	2014 Negotiated Incremental Expense	2013-2014 Variance from Budget Fav/(Unfav)
General Fund	15.0	\$107,644	\$32,510	\$166,252	\$39,770	\$201,616
General Government Utilities	1.0	6,004	2,447	9,257	3,105	9,709
Other General Government Funds	84.0	677,669	160,045	1,054,591	172,786	1,399,429
Tacoma Public Utilities	52.0	307,998	96,855	490,697	100,457	601,384
Total	152.0	\$1,099,315	\$291,857	\$1,720,797	\$316,117	\$2,212,138



Fund/Department	FTE	2015 Negotiated Expense over Previous Year	2016 Negotiated Expense over Previous Year
General Fund	15.0	\$40,443	\$41,054
General Government Utilities	1.0	2,505	2,553
Other General Government Funds	84.0	245,990	247,893
Tacoma Public Utilities	52.0	138,488	140,698
Total	152.0	\$427,426	\$432,198

Funding for 2013-2014

The total estimated cost in 2013-2014 for salaries and benefits for AFSCME Local 120 General including the wage increases discussed above is \$35,799,155. (\$3,333,506 General Fund; \$200,054 General Government Utilities; \$20,882,803 other general government funds; and \$11,382,792 Tacoma Public Utilities). The total cost of the negotiated increase is included in the 2013-2014 budget.