



To: Jude Kelley, Labor Negotiator
From: Katie Johnston, Budget Officer *KJ*
Date: November 5, 2019
Subject: Fiscal Impact of Professional & Technical Employees Local 17 Wage Increases for 2019-2022

Overview

The following provides an estimate fiscal impact of the successor collective bargaining agreement between the City of Tacoma and Professional & Technical Employees Local 17 for the years 2019-2022.

Financial Impact

1. Effective January 1, 2019, base wage rates will be increased by three percent (3%).
 - A. Employees in the following classifications will receive an additional five percent (5%), for a total of eight percent (8%):
 - i. Sewer Transmission Maintenance Supervisor
 - ii. Solid Waste Route Supervisor
 - B. Employees in the following classifications will receive an additional four percent (4%), for a total of seven percent (7%):
 - iii. Parking Enforcement Officer
 - iv. Parking Enforcement Officer, Lead
 - v. Parking Enforcement Officer, Supervisor
 - vi. Road Use Compliance Supervisor
 - vii. Road Use Compliance Officer
 - viii. Source Control Representative
 - ix. Source Control Representative, Senior
 - C. Employees in the following classifications will receive an additional three percent (3%), for a total of six percent (6%):
 - x. Painter Crew Leader
 - xi. Carpenter Crew Leader
 - xii. Survey Technician II
 - D. Employees in the following classifications will receive an additional two percent (2%), for a total of five percent (5%):
 - xiii. Animal Control & Compliance Supervisor
 - xiv. Collection Systems Technician
 - xv. Collection Systems Worker
2. Effective January 1, 2020, all base wage rates will be increased by three percent (3%).
3. Effective January 1, 2021, all base wage rates will be increased by two and one-half percent (2.5%).
4. Effective January 1, 2022, all base wage rates will be increased by two and one-quarter percent (2.25%).



Fund/Department	FTE	2019 Negotiated Incremental Expense	2020 Negotiated Incremental Expense	2021 Negotiated Incremental Expense	2022 Negotiated Incremental Expense
General Fund	14.8	\$45,100	\$88,600	\$128,200	\$163,800
General Fund Supported	16.4	61,400	103,700	159,100	201,000
Environmental Services	85.0	392,000	516,100	884,600	1,095,300
All Other General Government	61.8	203,000	342,100	526,000	664,300
Tacoma Public Utilities	90.0	258,300	518,000	744,200	952,500
Total	268.0	\$959,800	\$1,568,500	\$2,442,100	\$3,076,900

- Effective the first pay period after City Council approval of this agreement, the Collection Systems Worker and Collections Systems Technician Classifications will have their bottom step removed and a new top step added, 5% above the previous top step. This new top step will only be attainable if incumbents possess a Commercial Driver’s License (CDL). Current employees will be placed in the new wage scales based on hire date and whether or not they possess a CDL.

Fund/Department	FTE	2019 Negotiated Incremental Expense	2020 Negotiated Incremental Expense	2021 Negotiated Incremental Expense	2022 Negotiated Incremental Expense
Environmental Services	4.0	\$14,600	\$15,200	\$15,600	\$15,900



- 6. Effective the first pay period after City Council approval of this Agreement, the base wages for the Engineering Construction Coordinator classification shall be aligned with the base wages for the Associate Construction Manager classification.

Fund/Department	FTE	2019 Negotiated Incremental Expense	2020 Negotiated Incremental Expense	2021 Negotiated Incremental Expense	2022 Negotiated Incremental Expense
All Other General Government	1.0	\$1,900	\$1,900	\$2,000	\$2,000
Tacoma Public Utilities	3.0	6,700	6,900	7,100	7,300
Total	4.0	\$8,600	\$8,800	\$9,100	\$9,300

- 7. Effective the first pay period after City Council approval of this Agreement, the base wages for the new Utility Services Representative, Senior will be set in parity with the Permit Specialist, Senior base wage rates.

There is no immediate fiscal impact as there are no current employees in this new classification.

- 8. Effective the first pay period after City Council approval of this Agreement, the three percent (3%) application of rate for a Carpenter Crew Leader required by their supervisor to work in hard core underground, with a two (2) hour minimum, is deleted.

There is no immediate fiscal impact as this application of rate has not been recently used.



9. Following City Council approval, the Inspector, Senior Inspector, Code Inspector, and Code Inspector Supervisor classifications in Neighborhood and Community Services and Planning and Development Services will be eligible for various pay increases after attaining and maintaining specific job-related professional certifications. The table below shows the fiscal impact if all budgeted FTEs attain all certifications which result in additional compensation being owed. Currently, only five employees have earned certifications required for various levels of additional compensation.

Fund/Department	FTE	2019 Negotiated Incremental Expense	2020 Negotiated Incremental Expense	2021 Negotiated Incremental Expense	2022 Negotiated Incremental Expense
General Fund	8.0	\$37,500	\$39,000	\$40,000	\$40,900
All Other General Government	9.0	52,300	54,500	55,800	57,100
Total	17.0	\$89,800	\$93,500	\$95,800	\$98,000

10. The classifications of Carpenter Crew Lead, Collections Systems Technician, Collections Systems Worker, and Painter, Crew Lead are added as eligible for a \$300 per year taxable boot allowance. Employees hired after July 1st are eligible for only \$150.

Fund/Department	FTE	2019 Negotiated Incremental Expense	2020 Negotiated Incremental Expense	2021 Negotiated Incremental Expense	2022 Negotiated Incremental Expense
Total	7.0	\$2,300	\$2,300	\$2,300	\$2,300

11. Forensic Services and Animal Control employees covered by this agreement will be eligible for four minimum hours of pay when called in from standby status or required to attend court hearings on scheduled days off. Employees will also be entitled to compensation when court appearances scheduled for days off are canceled after 6pm the night prior. Certain holidays will be paid at double time instead of time and a half.

The Police Department and Office of Management and Budget anticipate that this language will result in less than \$2,000 in incremental costs per year to support the three budgeted FTEs. Employees in these classifications rarely need to attend court on days off. The holiday double-time provision adds an additional holiday to the double-time eligibility list.



- 12. Forensic Services Supervisors and Animal Control Supervisors employed on the date of City Council approval will receive a taxable \$500 lump sum in the following pay period and the first pay period of each subsequent year of the agreement in recognition of their assistance with earning and maintaining the CALEA accreditation held by the Tacoma Police Department.

Fund/Department	FTE	2019 Negotiated Incremental Expense	2020 Negotiated Incremental Expense	2021 Negotiated Incremental Expense	2022 Negotiated Incremental Expense
Total	3.0	\$1,600	\$1,600	\$1,600	\$1,600

Funding for 2019-2020 and 2021-2022

The cost of the negotiated wage increase is partially budgeted in the Adopted 2019-2020 Budget and will be included in the 2021-2022 budget. Departments will be responsible for adhering to their overall level of appropriation.

- CC: Karen Short, Senior Human Resources Analyst
- Dylan Carlson, Lead Labor Negotiator
- Sam Benscoter, Lead Management Analyst
- Hayley Falk, Management Analyst



To: Jude Kelley, Labor Negotiator
From: Kathryn Johnston, Budget Officer *KJ*
Date: November 5, 2019
Subject: Fiscal Impact of Local 117 General CBA for 2019-2022

Overview

The following provides an estimate fiscal impact of the successor collective bargaining agreement between the City of Tacoma and Local 117 General ("Union") for the years 2019-2022, effective January 1, 2019, unless otherwise noted.

Financial Impact

1. Effective January 1, 2019, base wage rates will be increased by three percent (3%).
 - A. Employees in the following classifications will receive an additional five and two tenths of one percent (5.2%) increase for a total wage increase of eight and two tenths of one percent (8.2%).
 - i. Crime Program Technician
 - ii. Crime Analyst
 - iii. Crime Analyst, Senior
 - B. Employees in the Laborer classification wage schedule shall be increased to the following:
 Step 1: 17.24 Step 2: \$18.10 Step 3: \$19.00
2. Effective January 1, 2020, base wage rates will be increased by three percent (3%).
3. Effective January 1, 2021, base wage rates will be increased by two and one-half percent (2.5%).
4. Effective January 1, 2022, base wage rates will be increased by two and one-quarter percent (2.25%).

Fund/Department	FTE	2019 Negotiated Incremental Expense	2020 Negotiated Incremental Expense	2021 Negotiated Incremental Expense	2022 Negotiated Incremental Expense
General Fund	38.0	\$117,800	\$225,300	\$327,000	\$422,100
General Fund Supported	59.0	150,300	255,800	371,000	463,700
Environmental Services	53.0	163,200	292,800	410,700	523,900
All Other General Government Funds	26.0	\$64,700	132,200	189,800	248,800
Tacoma Public Utilities	46.0	251,300	350,300	455,700	542,000
Total	222.0	\$747,300	\$1,256,400	\$1,754,200	\$2,200,500



5. Effective January 1, 2020, various application of rate changes take effect:

Fund/Department	FTE	2019 Negotiated Incremental Expense	2020 Negotiated Incremental Expense	2021 Negotiated Incremental Expense	2022 Negotiated Incremental Expense
General Fund Supported	46.0	\$2,400	\$2,400	\$2,400	\$2,400
All Other General Government Funds	28.0	3,800	3,800	3,800	3,800
Tacoma Public Utilities	46.4	-600	-600	-600	-600
Total	120.4	\$5,600	\$5,600	\$5,600	\$5,600

6. Effective January 1, 2019, bargaining unit employees in the Tacoma Police Department receive a taxable lump sum payment in the amount of five hundred dollars (\$500) in the first pay period following City Council approval of the Agreement and the first pay period of each subsequent year of this contract in recognition of their assistance in the Police Departments continued CALEA accreditation.

Fund/Department	FTE	2019 Negotiated Incremental Expense	2020 Negotiated Incremental Expense	2021 Negotiated Incremental Expense	2022 Negotiated Incremental Expense
General Fund	33.0	\$15,000	\$15,000	\$15,000	\$15,000
Total	33.0	\$15,000	\$15,000	\$15,000	\$15,000



- 7. Effective January 1, 2020, Tax & License Compliance Officers shall no longer receive a three hundred and fifty dollar (\$350.00) clothing and boot allowance. Tax & License Compliance Officers employed in the first pay period after City Council approval of this agreement will receive a one-time lump sum of two hundred dollars (\$200.00).

Fund/Department	FTE	2019 Negotiated Incremental Expense	2020 Negotiated Incremental Expense	2021 Negotiated Incremental Expense	2022 Negotiated Incremental Expense
General Fund	5.0	-\$800	-\$1,900	-\$1,900	-\$1,900
Total	5.0	-\$800	-\$1,900	-\$1,900	-\$1,900

- 8. Increase from 540 to 572 paid release hours for union employees negotiating a new contract during their regular work hours.

The Office of Management and Budget anticipates that this language will result in less than \$19,000 in incremental costs per negotiated contract. The annual amount and distribution by Fund/Department will depend upon which union employees are in negotiation and frequency of negotiations.

- 9. Laborer classification language shall be changed to match TMC 1.24.710 on temporary employees (maximum of six months, with a six month extension available) instead of “normally employed for a period of 120 calendar days or less,” and the City and Union will not be required to bargain over use of Laborer classification for permanent positions.

There is no fiscal impact for this language change. This will allow departments to hire Laborers for a time frame better aligned with current seasonal and/or temporary work.

- 10. Delete that overtime shall be accounted for and paid in one tenth increments.

The Office of Management and Budget anticipates that there is no fiscal impact for this due to the minimal changes in practice.



11. Forensic Services and Animal Control employees covered by this agreement will be eligible for four minimum hours of pay when called in from standby status or required to attend court hearings on scheduled days off. Employees will also be entitled to compensation when court appearances scheduled for days off are canceled after 6pm the night prior. Animal Control standby assignments shall be for a minimum of 12 hours or paid at a thirty-six (\$36) dollar flat rate. Additionally, forensic employees shall no longer receive a lump sum payment of \$250 for the Department's forensics accreditation.

The Police Department and Office of Management and Budget anticipate that this language will result in less than \$12,000 in incremental costs per year to support the eighteen budgeted FTEs. Employees in these classifications rarely need to attend court on days off.

12. Public Works, Environmental Services, and Water new Premium Holidays section: an employee working on the actual hours of Thanksgiving Day or December 25th shall be compensated at two times rather than one and one-half times the regular rate, in addition to receiving holiday pay.

The Office of Management and Budget anticipates minimal cost for this adjustment. Employees will only work on Thanksgiving or December 25th due to an emergency. The incremental cost is approximately \$100 for an employee working 8 hours on either holiday.

13. Public Works Street Operations new Fatigue Time: Employees working eighteen continuous hours may opt to report to work no later than four hours into the next shift and will be compensated at the straight-time rate for the first four hours. An employee who has worked at least eighteen continuous hours and works past the start of their regular scheduled shift will be compensated at the straight-time rate for four hours after being relieved from duty by their supervisor.

The cost is determined by manager discretion for scheduling eighteen continuous hours of work. Department Directors will be responsible for adhering to their overall level of appropriation.



14. Environmental Services Solid Waste Management Division: provide for a minimum of one hour set-up pay per daily set-up shift.

The Office of Management and Budget and the Environmental Services Solid Waste Management Division anticipate that there is no fiscal impact for this change due to historical shifts meeting the one-hour minimum.

15. Revises Grounds Maintenance Worker Upgrade-Cowlitz River Project LOU. Hydro Grounds Maintenance Worker assigned to Cowlitz River Project will be set up to Grounds Maintenance Crew Leader when seasonal help is assigned to assist them, but not when just tractor mowing, and not for the entire period from May 1 to August 31. Deletes LOU regarding HEO AOR of 5% when training at Solid Waste.

The cost is determined by manager discretion. Department Directors will be responsible for adhering to their overall level of appropriation.

Funding for 2019-2020 and 2021-2022

The cost of the negotiated wage increase is partially budgeted in the Adopted 2019-2020 Budget and will be included in the 2021-2022 budget. Departments will be responsible for adhering to their overall level of appropriation.

CC: Dylan Carlson, Senior Labor Negotiations Manager
Karen Short, Senior Human Resources Analyst
Sam Benscoter, Lead Management Analyst
Hayley Falk, Management Analyst
Tammy Liddle Lobban, Management Analyst



To: Jude Kelley, Labor Negotiator

From: Katie Johnston, Budget Officer *KJ*

Date: October 11, 2019

Subject: Fiscal Impact of IAM & AW Local 160 General Unit Wage Increase for 2020-2023

Overview

The following provides an estimate fiscal impact of the successor collective bargaining agreement between the City of Tacoma and District 160 General (“Union”) has been reached for a successor collective bargaining agreement for the years 2020-2023.

Financial Impact

1. Effective the first pay period after City Council approval of this Agreement, or January 1, 2020, whichever date is later, for those employees active on that date, base wage rates will be increased by two percent (2%).
2. Effective January 1, 2021, all base wage rates will be increased by two percent (2%).
3. Effective January 1, 2022, all base wage rates will be increased by two percent (2%).
4. Effective January 1, 2023, all base wage rates will be increased by two percent (2%).

Fund/Department	FTE	2020 Negotiated Incremental Expense	2021 Negotiated Incremental Expense	2022 Negotiated Incremental Expense	2023 Negotiated Incremental Expense
All Other General Government	36.0	116,700	184,000	252,500	322,500
Environmental Services	28.0	115,900	173,000	231,200	290,600
General Fund	5.0	16,800	26,700	36,900	47,200
Tacoma Public Utilities	24.0	98,600	143,900	190,200	237,300
Total	93.0	\$348,000	\$527,600	\$710,800	\$897,600



- 5. The City will withdraw the bargaining unit from the Western Metals Pension Fund and assume withdrawal liabilities in accordance with plan procedures and applicable law. The costs below are for all Teamsters Local 160 members, not just the General Unit. These costs will vary if only one other unit does not ratify the withdrawal.

Fund/Department	FTE	2020 Negotiated* Incremental Expense	20 Year Incremental Expense
All Other General Government	36.0	205,600	4,112,000
Environmental Services	31.0	177,000	3,540,000
General Fund	5.0	28,600	572,000
Tacoma Public Utilities	53.0	302,700	6,054,000
Total	125.0	\$713,900	\$14,278,000

- 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.

There is no immediate fiscal impact. Savings will occur in future years as grandfathered employees leave City service.

- 7. Any unused compensatory time will be paid out at the end of the calendar year in which it was earned.

Fund/Department	FTE	2019 Negotiated Incremental Expense
Environmental Services	12.0	7,000
All Other General Government	4.0	15,600
Total	16.0	\$22,600



2020 and later costs will depend on future compensatory time accruals. Department Directors will be responsible for adhering to their overall level of appropriation.

8. Effective January 1, 2020, a Heavy Equipment Mechanic, Vehicle and Equipment Shop Attendant or Fabrication Welder assigned to work at Solid Waste Compactor Facilities will no longer be paid an additional five percent (5%) above their base rate of pay while working on the landfill.

There is no immediate fiscal impact as no employees working in these classifications are permanently assigned to this location. Savings may occur as management assigns employees to the landfill without the requirement to pay an additional 5%.

9. Effective January 1, 2020, a Welder will receive an applied rate of five percent (5%) above their base rate of pay when assigned to act in a lead capacity. It shall be management's sole discretion to assign lead functions to an employee.

Costs related to this proposal will depend on management's frequency and duration of lead assignments. Department Directors will be responsible for adhering to their overall level of appropriation.

10. A WWTP Assistant, WWTP Maintenance Technician, WWTP Maintenance Machinist, and Solid Waste Mechanic who as of January 1, 2020 is receiving a maximum certification premium of three percent (3%) above their base rate of pay for holding a Crane Operators Certification, shall continue to receive this premium as long as they are in one of the classifications listed in this paragraph. This premium is not available to any other current and/or future employees.

There is no immediate fiscal impact. Savings will occur in future years as grandfathered employees leave City service or the listed classifications.

11. Effective January 1, 2020, the previous WWTP Assistant Steps 4 and 5 are eliminated. The base wage rate of any WWTP Assistant in either of those Steps as of December 31, 2019 shall be frozen at the base wage rate they were receiving as of December 31, 2019 until such time as the Step 3 base wage rate catches up to their frozen wage rate.

There is no immediate fiscal impact. Savings may occur as employees reach the new top step of the pay scale earlier than previously possible.

12. Effective January 1, 2020, the WWTP Maintenance Machinist previous Step 1 is eliminated. Any employees at Step 1 on December 31, 2019 shall be moved to the new Step 1



There is no immediate fiscal impact as there are no current employees at Step 1. Costs will occur in future years as new employees enter City service and are hired at the new, higher Step 1.

13. A Heavy Equipment Mechanic assigned to Public Works Fleet shall no longer receive a certification premium of 2% above their base rate of pay for holding an International Organization for Fluid Power and Motion Control Professionals (IFPS) Mobile Hydraulics certification.

There is no immediate fiscal impact as no Heavy Equipment Mechanics with this certification are currently assigned to Public Works.

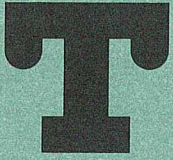
14. A WWTP Maintenance Technicians is eligible to receive a maximum certification premium of 3% above their base rate of pay for holding a Water Backflow Assembly Technician license. WWTP Maintenance Machinist, Sr. is no longer eligible for this certification pay.

There is no immediate fiscal impact as there are currently no WWTP Maintenance Technicians or WWTP Maintenance Machinist, Seniors receiving this certification pay.

Funding for 2020, 2021-2022, and Beyond

The cost of the negotiated wage increase is included in the Adopted 2019-2020 Budget and will be included in the 2021-2022 & 2023-2024 Budgets. The costs associated with the withdrawal from the Western Metal Pension Plan will be absorbed by the impacted departments in 2020 and incorporated into the 2021-2022 and future biennial budgets.

CC: Karen Short, Senior Human Resources Analyst
Dylan Carlson, Lead Labor Negotiator
Sam Bencoter, Lead Management Analyst
Hayley Falk, Management Analyst



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.

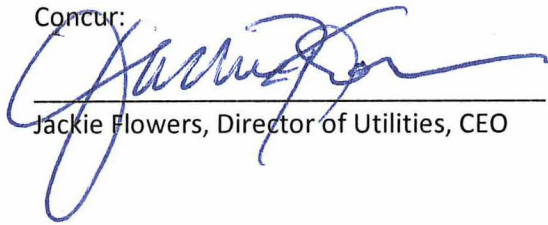


Division	Budgeted FTE's	2020 Increase	2021 Increase	2022 Increase	2023 Increase	Total
Tacoma Rail	5	\$29,084	\$10,708	\$6,274	\$6,274	\$52,340

Summary:

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

Concur:



Jackie Flowers, Director of Utilities, CEO



To: Jude Kelley, Labor Negotiator

From: Katie Johnston, Budget Officer

Date: November 7, 2019

Subject: **Fiscal Impact of IAM & AW Local 160 Supervisors Wage Increase for 2020-2023**

Overview

The following provides an estimated fiscal impact of the successor collective bargaining agreement between the City of Tacoma and District 160 Waste Water Treatment Plant Maintenance (“WWTPM”) Supervisors (“Union”) for the years 2020-2023.

Financial Impact

1. Effective the first pay period after City Council approval of this Agreement, or January 1, 2020, whichever date is later, for those employees active on that date, base wage rates will be increased by two percent (2%).
2. Effective January 1, 2021, all base wage rates will be increased by two percent (2%).
3. Effective January 1, 2022, all base wage rates will be increased by two percent (2%).
4. Effective January 1, 2023, all base wage rates will be increased by two percent (2%).

Fund/Department	FTE	2020 Negotiated Incremental Expense	2021 Negotiated Incremental Expense	2022 Negotiated Incremental Expense	2023 Negotiated Incremental Expense
Environmental Services	3.0	\$7,700	\$15,600	\$23,800	\$32,200



- 5. The City will withdraw the bargaining unit from the Western Metals Pension Fund and assume withdrawal liabilities in accordance with plan procedures and applicable law. The costs below are for all Teamsters Local 160 members, not just the WWTPM Supervisor Unit. These costs will vary if only one other unit does not ratify the withdrawal.

Fund/Department	FTE	2020 Negotiated* Incremental Expense	20 Year Incremental Expense
All Other General Government	36.0	\$205,600	\$4,112,000
Environmental Services	31.0	177,000	3,540,000
General Fund	5.0	28,600	572,000
Tacoma Public Utilities	53.0	302,700	6,054,000
Total	125.0	\$713,900	\$14,278,000

- 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.

There is no immediate fiscal impact. Savings will occur in future years as grandfathered employees leave City service.

- 7. Eligible employees hired on or after the start of the first pay period after Union ratification and City Council adoption of the Agreement or January 1, 2020, whichever date is later, shall be enrolled in the Paid Time Off (PTO) program, and not be eligible for sick and vacation leave. All other employees may make a one-time election to enroll in the PTO program on a voluntary basis during periodic open enrollments.

There is no immediate fiscal impact. 2020 and later costs and savings will depend on accruals and leave payouts at employee separation. Department Directors will be responsible for adhering to their overall level of appropriation.

- 8. Travel time will only be paid one-way if a callback occurs at the beginning or end of an employee’s regular shift.

The Office of Management and Budget and Waste Water Treatment Plant anticipate that there will be no fiscal impact for this language change.



Funding for 2020, 2021-2022, and Beyond

The cost of the negotiated wage increase is included in the Adopted 2019-2020 Budget and will be included in the 2021-2022 & 2023-2024 Budgets. The costs associated with the withdrawal from the Western Metal Pension Plan will be absorbed in 2020 and incorporated into the 2021-2022 and future biennial budgets.

CC: Karen Short, Senior Human Resources Analyst
Dylan Carlson, Lead Labor Negotiator
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