



To: Elizabeth Pauli, City Manager

From: Katie Johnston, Budget Officer

Date: January 4, 2022

Subject: Financial Impact of Teamsters 117 Tacoma Venues & Events (TVE) Wage Increase

Overview

The following provides an estimate fiscal impact of the successor collective bargaining agreement between the City of Tacoma and Teamsters 117 for the years 2022-2025.

Financial Impact

General Wage Increase:

Effective January 1, each year of the agreement, annual General Wage increase shall be provided as follows:

General Wage Increase					
CSC Code	Classification	January 1, 2022	January 1, 2023	January 1, 2024	January 1, 2025
62250	TVE Custodian	2.25%	2.5%	2.75%	2.75%
50510	TVE Electrician	2.25%	2.5%	2.75%	2.75%
50500	TVE HVAC Mechanic	2.25%	2.5%	2.75%	2.75%
50530	TVE HVAC Mechanic II	2.25%	2.5%	2.75%	2.75%
50480	TVE Maintenance Chief	2.25%	2.5%	2.75%	2.75%
50490	TVE Maintenance Chief, Assistant	2.25%	2.5%	2.75%	2.75%
60140	TVE Maintenance Worker I	2.25%	2.5%	2.75%	2.75%
60150	TVE Maintenance Worker II	2.25%	2.5%	2.75%	2.75%

Market Adjustment:

Effective January 1, 2022 and January 1, 2023 respectively, in addition to the General Wage increases described above, the following market adjustments shall be applied:

Market Adjustments			
CSC Code	Classification	January 1, 2022	January 1, 2023
62250	TVE Custodian	12.75%	4.5%
50510	TVE Electrician	12.75%	2.7%
50500	TVE HVAC Mechanic	12.75%	4.9%
50530	TVE HVAC Mechanic II	12.75%	3.8%
50480	TVE Maintenance Chief	12.75%	5.35%
50490	TVE Maintenance Chief, Assistant	12.75%	4.6%
60140	TVE Maintenance Worker I	12.75%	8%
60150	TVE Maintenance Worker II	6.89%	0%



Fund/Department	FTE	2022 Negotiated Incremental Expense	2023 Negotiated Incremental Expense	2024 Negotiated Incremental Expense	2025 Negotiated Incremental Expense	TOTAL Negotiated Incremental Expense
Other General Government Funds	27.0	\$256,900	\$398,900	\$460,200	\$523,200	\$1,639,200
Total	27.0	\$256,900	\$398,900	\$460,200	\$523,200	\$1,639,200

Funding for 2022 and 2023-2025

The incremental increases are partially budgeted in the Adopted 2021-2022 Budget and will be included in the 2023-2024 and 2025-2026 budgets. Departments will be responsible for adhering to their overall level of appropriation.

CC:

- Dylan Carlson, Labor Relations Manager
- Karen Short, Senior Human Relations Analyst
- Jen Watts, Labor Relations Specialist
- Hayley Falk, Lead Management Analyst
- Nick Smith, Management Analyst