



TACOMA PUBLIC UTILITIES
3628 South 35th Street
Tacoma, Washington 98409-3192

To: Katie Johnston, Budget Officer
From: Jim Sant, Deputy Director of Administration, Management Services JS
Date: December 28, 2021
Subject: Fiscal Impact of SMART-TD, Yardmasters Unit Wage Increases for 2021-2024

Background:

A tentative agreement between the City of Tacoma and the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD) Yardmasters bargaining unit has been reached for the contract period of January 1, 2021 through December 31, 2024.

Wage Increases:

- **Effective (and retroactive to) January 1, 2021**, the yardmaster classification base wage will increase by two (2%) percent and shall be \$50.53 per hour.
- **Effective January 1, 2022**, the yardmaster classification base wage will increase by two (2%) percent and shall be \$51.54 per hour.
- **Effective January 1, 2023**, the yardmaster classification base wage will increase by two (2%) percent and shall be \$52.57 per hour.
- **Effective January 1, 2024**, the yardmaster classification base wage will increase by two (2%) percent and shall be \$53.62 per hour.

457 Deferred Compensation: The Carrier will match the deferred compensation contribution of Tacoma Rail Yardmasters and Tacoma Rail extra list Yardmasters covered by the Federal Railroad Retirement Act up to a maximum of three (3%) percent of base salary, regardless of Carrier financial performance.

Pay for Work Performed on Observed Holidays: Effective upon ratification, Yardmasters will receive double-time (2.0x) compensation for work performed on observed holidays. (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.)

Longevity Pay: Effective upon ratification, all employees (including extra list Yardmasters) hired into the Yardmaster classification shall not be eligible or participate in the longevity program.

Note: Permanent and extra list Yardmasters who currently qualify for participation in the longevity program consistent with Ordinance 20938 will continue to participate and progress in accordance with the current percentage factors for continuous years of employment.





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Medical Premium Cost Share: Effective the first full month following ratification, employee medical insurance Premium share will mirror that of other City employees - currently \$50/month for individuals; \$100/month for full family.

Lump Sum Payment: In recognition of concessions made during the negotiation of this Agreement, each regular Yardmaster employed on the date of City Council ratification of this Agreement will receive a one-time lump sum payment of two thousand dollars (\$2,000).

Fiscal Impact:

Incremental Impact of Wage Increases					
Department/Fund	Budgeted FTE	2021	2022	2023	2024
4500 Tacoma Rail	6.00	15,751	31,741	48,089	64,764

Current Biennium (2021-2022) Impact				
Department/Fund	Budgeted FTE	Actual Increase	Budgeted Increase	(Unbudgeted) Amount
4500 Tacoma Rail	6.00	47,491	36,862	(10,630)

Concur:

Jackie Flowers, Director of Utilities, CEO

