



To: Elizabeth Pauli, City Manager
From: Katie Johnston, Budget Officer
Date: February 27, 2024
Subject: Request for Fiscal Impact – District Lodge #160 General Unit 2024-2026 CBA (TA)

Overview

The City of Tacoma and the District Lodge #160 General bargaining unit have reached a tentative agreement for a successor collective bargaining agreement (CBA) effective January 1, 2024, through December 31, 2026.

Wages – Appendix A

Effective January 1, 2024: Bargaining unit employees who are employed as of the date of ratification by the Union of this Agreement, and employees who retired from this bargaining unit for the time they were in the bargaining unit in 2024, will receive a base wage increase of two-and three-quarter percent (2.75%), retroactive to January 1, 2024.

Effective January 1, 2025: Base wage rates will be increased by two- and three-quarter percent (2.75%).

Effective January 1, 2026: Base wage rates will be increased by three percent (3.0%).

Other Salary Adjustments - Appendix A

In addition to the General Wage Annual Adjustments described in Section B above, as indicated in the table below, effective retroactive to January 1, 2024, on January 1, 2025, and on January 1, 2026, respectively, the bargaining unit classifications listed will receive the one-time adjustments indicated, to address market and/or compression factors:

Market/Compression Adjustments				
Code	Job Title	Jan. 1, 2024	Jan. 1, 2025	Jan. 1, 2026
5332	Equipment Mechanic, Heavy	5.00%	8.00%	3.25%
5310	Fabrication Welder	5.00%	0.25%	--
5335	Fire & Marine Diesel Mechanic	5.90%	8.00%	3.25%
5336	Fire & Marine Shop Supervisor	6.00%	8.00%	3.25%
5312	Machinist	5.00%	8.00%	2.25%
5338	Solid Waste Mechanic	5.00%	2.00%	--
5330	Vehicle & Equipment Shop Attendant	2.00%	--	--
5334	Vehicle & Equipment Shop Supervisor	5.00%	1.00%	--
5099	WWTP Assistant	2.00%	--	--
5105	WWTP Maintenance Machinist	5.00%	1.50%	--
5106	WWTP Maintenance Machinist, Senior	5.00%	1.50%	--
5111	WWTP Maintenance Technician	4.10%	1.50%	--



Fiscal Area	FTE	2024 Incremental Expense	2025 Incremental Expense	2026 Incremental Expense	Total Cost
General Fund	3.5	\$39,000	\$74,000	\$100,000	\$213,000
All Other General Government	37.5	\$359,000	\$658,000	\$890,000	\$1,907,000
Environmental Services	26	\$261,000	\$355,000	\$450,000	\$1,066,000
Tacoma Public Utilities	24	\$223,000	\$411,000	\$557,000	\$1,191,000
Total Cost	91	\$728,000	\$1,378,000	\$1,900,000	\$4,377,000

Application of Rates

- A. Heavy Equipment Mechanic assigned to General Government Fleet Annex Shop with a NGVi CNG Fuel System Inspector certification will receive an applied rate of three percent (3%) above their base rate of pay when performing an inspection requiring such a certification. It will be Management’s sole discretion to approve the required training for an employee to obtain the certification and to subsequently assign such an inspection to an employee.

- B. Except for employees receiving Premium Pay pursuant to Section 3, Paragraph N below, a WWTP Maintenance Technician, WWTP Maintenance Machinist, and Solid Waste Mechanic with a valid Crane Operators Certification will receive an applied rate of three percent (3%) above their base rate of pay when operating a boom truck. Priority will be given to employees with a valid Class B CDL. It will be Management’s sole discretion to approve the required training for an employee to obtain the certification and to subsequently assign such work to an employee. Employees will be offered the opportunity to train and test based first on classification seniority, then shop seniority within a classification. An employee will have one opportunity to pass the training and test before another employee is provided the opportunity.

These additions are likely to cause minimal fiscal impact and are largely dependent on the discretion of the supervisors in the respective departments. Ultimately, the departments will be responsible for adhering to their overall level of appropriation.

Premium Pay

- A. A Heavy Equipment Mechanic shall receive a certification premium of three percent (3%) above their base rate of pay for holding five (5) ASE certifications in either the Automotive or Truck Series, or five percent (5%) above their base rate of pay for holding either an ASE Master Automobile Technician or Master Medium/Heavy Truck Technician certification.



Fiscal Area	FTE	2024 Proposed Incremental Expense	2025 Proposed Incremental Expense	2026 Proposed Incremental Expense	Total Cost
All Other General Government	17	\$53,000	\$59,000	\$62,000	\$174,000
Tacoma Public Utilities	10	\$33,000	\$37,000	\$39,000	\$109,000
Total Cost	27	\$86,000	\$96,000	\$101,000	\$283,000

B. A Heavy Equipment Mechanic shall receive a certification premium of five percent (5%) above their base rate of pay for holding an International Organization for Fluid Power and Motion Control Professionals (IFPS) Mobile Hydraulics certification.

Fiscal Area	FTE	2024 Proposed Incremental Expense	2025 Proposed Incremental Expense	2026 Proposed Incremental Expense	Total Cost
All Other General Government	22	\$115,000	\$128,000	\$136,000	\$379,000
Tacoma Public Utilities	15	\$82,000	\$91,000	\$97,000	\$270,000
Total Cost	37	\$197,000	\$219,000	\$233,000	\$649,000

C. A Fire and Marine Diesel Mechanic shall receive a certification premium of five percent (5%) above their base rate of pay for holding an International Organization for Fluid Power and Motion Control Professionals (IFPS) Mobile Hydraulics certification (an increase of 3%).

Fiscal Area	FTE	2024 Proposed Incremental Expense	2025 Proposed Incremental Expense	2026 Proposed Incremental Expense	Total Cost
General Fund	2	\$12,000	\$13,000	\$14,000	\$39,000
All Other General Government	4	\$21,000	\$23,000	\$24,000	\$68,000
Total Cost	6	\$33,000	\$36,000	\$38,000	\$107,000

The above fiscal impacts assume that all potential members who are eligible for the certification premium pays receive the premium pay. However, it is not likely that all members will receive this premium pay.

Standby – Sect 15.5.B

Standby pay shall be compensated at the standby rate prescribed by the Joint Labor Agreement. The Joint Labor Committee Standby Pay Letter of Agreement is scheduled for City Council review on March 26, 2024, and April 2, 2024. The rates are as follow:

Effective and retroactive to January 1, 2024: The Standby rate shall increase to \$3.75 per hour.

Effective January 1, 2025: The Standby rate shall increase to \$4.50 per hour.



The standby rates in 2023, 2024, and 2025 are \$3.00, \$3.75, and \$4.50, respectively, resulting in the following incremental costs:

Fiscal Area	FTE	2024 Proposed Incremental Expense	2025 Proposed Incremental Expense	Total Cost
General Fund	3	\$2,000	\$3,000	\$5,000
All Other General Government	4	\$3,000	\$6,000	\$9,000
Environmental Services	13	\$12,000	\$3,000	\$5,000
Total Cost	20	\$17,000	\$33,000	\$50,000

The incremental increases are partially included in the Adopted 2023-2024 Budget and will be incorporated into the 2025-2026 Proposed Biennial Budget. The department will be responsible for adhering to their overall level of appropriation.

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