



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





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