



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

To: Tadd Wille, Budget Officer  
 From: Jim Sant, Deputy Director for Administration, Management Services  
 Date: March 11, 2015  
 Subject: Financial Impact for the following agreement:  
 SMART-TD (Sheet Metal, Air, Rail and Transportation – Transportation Division)

**Background and Financial Impact:**

The SMART-TD collective bargaining unit, covered under the Railway Labor Act, has ratified a new 2015-2016 successor agreement. Included in this new successor agreement is a change in the Union’s name. UTU Switch Crew will now be known as SMART-TD (Sheet Metal, Air, Rail and Transportation – Transportation Division). The collective bargaining agreement consists of two classifications, along with specialty allowances: Railway Switch Operator, job code 71050 and Railway Switch Supervisor, job code 71060.

Effective the first full pay period, upon Council approval, the two classifications will merge into one titled Railway Conductor, job code 71060. The new rate of pay is \$35.94.

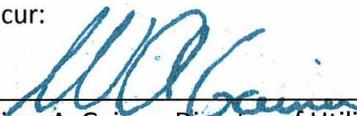
Effective July 1, 2015, special allowance pay for 7105A Railway Switch Operator Hired after 8/92 and 7106A Railway Switch Supervisor Hired After 8/92 will be converted to a dollar amount. These two special pay allowances will be eliminated along with all other special allowances. This amount will be added to the 71060 Railway Conductor rate of pay. The new rate of pay is \$37.04.

Effective July 1, 2016, wages will receive a flat rate increase of \$1.10 an hour. The new rate of pay will be \$38.14.

Effective July 1, 2015, forty-one (41) employees will receive a lump sum in the amount of \$2,800. Effective December 1, 2015, forty-one (41) employees will receive a lump sum in the amount of \$2,800. Effective the first pay period upon Council approval, there is an increase in boot allowance from a \$150 reimbursement to a \$400 allowance. As soon as practicable following Council adoption, but no later than the first pay check in July 2015, the City will match the 457(b) deferred compensation contributions at three (3) percent of the base salary of participating Railway Conductors.

Year	Budgeted Amount	Projected Amount	Impact Fav (UnFav)
2015	\$4,128,750	\$4,281,213	(\$152,463)
2016	\$4,252,476	\$4,369,684	(\$117,209)

Concur:

  
 William A. Gaines, Director of Utilities, CEO

