



TO: Elizabeth Pauli, City Manager
FROM: Katie Johnston, Budget Officer
SUBJECT: Fiscal impact – Teamsters Local 313 2022-2025 CBA (TA)
DATE: March 3, 2022

Overview

The following provides an estimate fiscal impact of the successor collective bargaining agreement between the City of Tacoma and the Teamsters Local 313 effective January 1, 2022 to and including December 31, 2025.

Fiscal Impact

Retroactive to January 1, 2022 bargaining unit employees who are employed as of the date of ratification by the Union of this Agreement, and those who retired during the calendar year 2022, will receive a General Wage Increase of two and one quarter percent (2.25%).

Effective January 1, 2023, January 1, 2024, and January 1, 2025 General Wage Increases shall be as follows:

General Wage Increases				
Code	Classification	Jan. 1, 2023	Jan. 1, 2024	Jan. 1, 2025
50190	Biosolids Distribution Operator	2.50%	2.75%	2.75%
50120	Sewer Equipment Operator	2.50%	2.75%	2.75%
50130	Sewer Heavy Equipment Operator	2.50%	2.75%	2.75%
50100	Sewer Worker	2.50%	2.75%	2.75%
50110	Sewer Worker, Senior	2.50%	2.75%	2.75%
05035	Solid Waste Collector/Driver	2.50%	2.75%	2.75%

In addition to the General Wage Increases described above, effective January 1, 2023 and January 1, 2024, the following adjustments shall be applied to address market and compression factors:

Market/Compression Adjustments			
Code	Classification	Jan. 1, 2023	Jan. 1, 2024
50190	Biosolids Distribution Operator	3.0%	2.0%
50120	Sewer Equipment Operator	3.0%	2.0%
50130	Sewer Heavy Equipment Operator	3.0%	2.0%
50110	Sewer Worker, Senior	3.0%	2.0%
05035	Solid Waste Collector/Driver	3.0%	2.0%

Fund/Department	FTE	2022 Negotiated Incremental Expense	2023 Negotiated Incremental Expense	2024 Negotiated Incremental Expense	2025 Negotiated Incremental Expense	TOTAL Negotiated Incremental Expense
Environmental Services	132.0	\$146,300	\$791,400	\$1,403,000	\$1,769,900	\$4,110,600

Boot and Foul Weather Gear Allowance

Bargaining unit members required to wear safety related footwear in the performance of their assigned duties shall receive a **twenty-five dollar (\$25.00) increase over the previous contract's annual allowance retroactive to January 1, 2022**, for the purchase of steel-toed safety shoes.

Estimated Annual Incremental Cost of \$3,300.

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:

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