

Economic Impact Summary
City of Olympia and IUOE 2013-15 Collective Bargaining Agreement
October 1, 2013

The City and the Union have reached a tentative agreement covering the period from August 19, 2013 through December 31, 2015. The following summarizes the economic impact of the agreement:

ITEM	AGREEMENT	ESTIMATED ANNUAL COST INCREASE
COLA	2013: .75% Wage Increase 8/19/13 – 12/31/13 2014: 2% minimum – Based on sales tax revenue 2015 : 2% minimum – Based on sales tax revenue	\$1,100 General Fund & Utilities \$9,300 General Fund & Utilities \$9,500 General Fund & Utilities
Health Benefits	2013 : No Change 2014: Employee pay 5% medical Ins 2 for all new hires City only pays lowest ins. rate 2015: Same as 2014	\$0 ((\$1,600) based on 2013 rates Depends on number of new hires & changes to coverage Depends on rates and new hires
Longevity	10 years \$250 (NEW) 15 years \$500 25+ years \$750	\$20 for 2013 \$830 for 2014 \$600 for 2015
Signing Bonus	\$500 upon ratification	\$2,500
2013	TOTAL (% of annual payroll)	\$3620 (.00892%)
2014 2015	TOTAL (% of annual payroll)	\$8530 (.0210%) \$8500 (.00209%)

Sales Tax Over Prior Year	Wage Increase
0 to 3.99%	2%
4.00% to 4.99%	3%
5.00% & above	4%