

## Economic Impact Summary of Changes City of Olympia and IUOE 2016-18 Collective Bargaining Agreement

The City and the Union have reached a tentative agreement covering the period from January 1, 2016 through December 31, 2018. The following summarizes the economic impact of the agreement:

ITEM	AGREEMENT	ESTIMATED ANNUAL COST INCREASE / (SAVINGS)
<b>COLA</b>	<u>2016:</u> 1% min. - 4% max. Based on sales tax revenue. <u>2017:</u> 1% min. - 4% max. Based on sales tax revenue. <u>2018:</u> 1% min. - 4% max. Based on sales tax revenue.	\$5,915 - \$23,650 \$6,020 - \$24,070 \$6,130 - \$24,510
<b>Health Benefits</b>	<u>2016:</u> Move to Regence 250 or Group Health \$20 co-pay. Maintain all other healthcare benefits from prior contract. <u>2017:</u> Regence 250 or Group Health \$20 co-pay. <u>2018:</u> No Savings.	(\$9,190) (\$9,720) \$0
<b>Healthcare Bonus</b>	<u>2016:</u> \$775 bonus paid on 12/5/16; eligibility requirements: employed continuously 12/31/15-11/15/16. <u>2017:</u> \$775 bonus paid on 12/5/17; eligibility requirements: employed continuously 12/31/15 - 11/15/17. <u>2018:</u> No bonus.	\$4,175 \$4,175 \$0
<b>Longevity</b>	No Changes	\$0
<b>2016</b>	TOTAL (% of annual payroll)	\$900 - \$18,635 Less than .50% of annual payroll
<b>2017</b>	TOTAL (% of annual payroll)	\$475 - \$18,525 Less than .50% of annual payroll
<b>2018</b>	TOTAL (% of annual payroll)	\$6,130 - \$24,510 Less than .50% of annual payroll

Sales Tax Over Prior Year	Wage Increase
Negative-2%	1%
>2% to 4%	2%
>4% to 6%	3%
>6%	4%