

Teamsters-Chauffeurs, Teamsters & Helpers Union Local No. 252
ECONOMIC AGREEMENT SUMMARY
August 15, 2016

The City and the Union are currently negotiating the labor contract for the period July 1, 2016 – December 31, 2018. The following summarizes the proposed agreement:

ITEM	AGREEMENT	ESTIMATED ANNUAL COST INCREASE
SIGNING BONUS (no retro)	2016: \$16,183.06	\$16,183.06
COLA	2016: 2% Wage Increase & 4 Positions Reclass upon signing eff. 07/01/2016 2017: 2% increase over 2016 wages 2018 : 1% minimum – Based on sales tax revenue chart below	\$64,131, in salary and \$ 12,827 increase in benefits \$ 33,322, in salary \$20,427 increase in benefits \$ 17,686 in salary and, \$8891 increase in benefits
Health Benefits	2016 : No Change 2017: No Change 2018: Change to Regence HealthFirst 250 or Group Health \$20 Co-Pay	\$0 \$0 Est (11%) based on 2016 rates Depends on number of new hires Depends on rates and new hires
Pension Trust	\$249.60 per employee per year	\$0
2016	TOTAL:	\$ 76,958
	As a percentage of annual payroll	1.4%
2017 - 2018	TOTAL:	Dependent on new hires \$80,326
	As a percentage of annual payroll	Est— 3%

Sales Tax Increase over Prior Year	Pay Range Increase
Negative or 0-2%	1%
2.1-4%	2%
4.1-6%	3%
>6%	4%