


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

To: Katie Johnston, Budget Manager  
 From: Jim Sant, Deputy Director for Administration, Management Services   
 Date: February 27, 2019  
 Subject: Fiscal Impact of IBEW 483 Click! Network Unit Wage Increase for 2019

**Background:**

A Tentative Agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483 – Click! Network Unit has been reached for a successor collective bargaining agreement for the year 2019.

**Financial Impact:**

Effective January 1, 2019, the classification rates of pay will be increased by 3.0%.

Any employee whose scale would be reduced as a result of the market study shall be frozen at their current wage until such time as their classification rate of pay catches up. Frozen employees shall receive a one time lump sum payment of \$1,500 upon ratification. There are three employees who will remain frozen after the January 1, 2019 wage rate increase.

Department	Budgeted FTEs	Incremental Increase
Tacoma Public Utilities	35	\$87,100

**Summary:**

These wage adjustments are included in the 2019-2020 Adopted Biennial Budget.

Concur:

  
 Jackie Flowers, Director of Utilities, CEO

