



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

To: Katie Johnston, Budget Officer  
From: Jim Sant, Deputy Director of Administration, Management Services JS  
Date: August 20, 2021  
Subject: Fiscal Impact of IBEW Local 483, Tacoma Power Unit Wage Increases for 2021-2023

**Background:**

A tentative agreement between the City of Tacoma and the International Brotherhood of Electrical Workers Local 483 Tacoma Power bargaining unit has been reached for the contract period of April 1, 2021 through March 31, 2024.

**Wage Increases:**

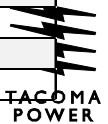
- **Effective April 1, 2021**, all base classifications shall receive a general wage increase of one (1%) percent. In addition to a 1% general wage increase, base classifications shall receive the market adjustments described in the table below. This shall include all employees employed as of April 1, 2021.
- **Effective April 1, 2022**, all base classifications shall receive a three and one half (3.5%) percent adjustment which is comprised of a two (2%) percent general wage increase and a one and one half (1.5%) percent market adjustment.
- **Effective April 1, 2023**, all base classifications shall receive a three and one half (3.5%) percent adjustment which is comprised of a two (2%) percent general wage increase and a one and one half (1.5%) percent market adjustment.
- **Application of Rate (AOR):** When a Hydro Worker has 2 or more City employees/contractors assigned to them for the same task, the employee shall receive an additional 6.5% AOR as the Lead worker.





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Wage Increases	Effective April 1, 2021			Effective April 1, 2022	Effective April 1, 2023
	General	Market	Total	General + Market	General + Market
Comm System Technician I	1%	7%	8%	3.5%	3.5%
Comm System Technician II	1%	7%	8%	3.5%	3.5%
Comm System Technician III	1%	7%	8%	3.5%	3.5%
Craft Helper	1%	2%	3%	3.5%	3.5%
Elec Meter/Relay Tech	1%	10%	11%	3.5%	3.5%
Electrical Inspector	1%	3%	4%	3.5%	3.5%
Electrical Trainee	1%	6%	7%	3.5%	3.5%
Electrical Worker	1%	6%	7%	3.5%	3.5%
Electrical Worker - Tree/Fire/Signal	1%	6%	7%	3.5%	3.5%
Electrician	1%	2%	3%	3.5%	3.5%
Energy Services Representative	1%	2%	3%	3.5%	3.5%
Facilities Maint Mechanic	1%	3%	4%	3.5%	3.5%
Facilities Maint Mechanic, Lead	1%	3%	4%	3.5%	3.5%
Fire Maintenance Electrician	1%	9%	10%	3.5%	3.5%
Heating/AC Maint Mechanic Supv	1%	3%	4%	3.5%	3.5%
Hydro Project Electrician	1%	11%	12%	3.5%	3.5%
Hydro Project Mechanic	1%	11%	12%	3.5%	3.5%
Wynoochee Project Maint Tech	1%	11%	12%	3.5%	3.5%
Hydro Utility Worker	1%	11%	12%	3.5%	3.5%
Line Clearance Tree Trimmer	1%	13%	14%	3.5%	3.5%
Transmission & Distribution Arborist	1%	13%	14%	3.5%	3.5%
Line Electrician	1%	15%	16%	3.5%	3.5%
Line Electrician, Senior	1%	15%	16%	3.5%	3.5%
Line Equipment Operator	1%	10%	11%	3.5%	3.5%
Network Construction Technician	1%	5%	6%	3.5%	3.5%
Signal & Light Electrician	1%	9%	10%	3.5%	3.5%
Signal & Lighting Electr, Sr	1%	9%	10%	3.5%	3.5%
Substation Operator, Senior	1%	14%	15%	3.5%	3.5%
Systems Power Dispatcher - 100% Generation	1%	15%	16%	3.5%	3.5%
Telecommunications Utility Worker	1%	2%	3%	3.5%	3.5%
Tool & Equipment Room Coord	1%	5%	6%	3.5%	3.5%
Transmission & Distribution Flagger	1%	13%	14%	3.5%	3.5%
Utility Service Specialist	1%	2%	3%	3.5%	3.5%
Wire Electrician	1%	16.86%	17.86%	3.5%	3.5%
Wire Electrician, Senior	1%	16.86%	17.86%	3.5%	3.5%





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**Fiscal Impact:**

The tables below summarize the fiscal impact of the above wage increases and includes the total budgeted full-time equivalent positions impacted by these increases

Future Hydro Worker assignments and associated application of rate instances are unknown at this time and therefore not included in these calculations

Incremental Impact of Wage Increases					
Department/Fund	Budgeted FTE	Year 1 (4/1/21 - 3/31/22)	Year 2 (4/1/22 - 3/31/23)	Year 3 (4/1/23 - 3/31/24)	TOTAL
Tacoma Public Utilities	285.25	5,206,433	6,252,182	7,711,659	19,170,275
4600 Tacoma Water	6.00	21,979	48,246	75,501	145,726
4700 Tacoma Power	278.25	5,182,351	6,199,318	7,628,932	19,010,601
5050 TPU Fleet Services	1.00	2,104	4,618	7,226	13,947
General Fund	3.00	35,918	49,599	63,870	149,388
0010 General Fund	3.00	35,918	49,599	63,870	149,388
General Government Other	24.00	216,917	314,822	416,820	948,559
1065 PW Street Fund	15.00	160,941	222,238	286,178	669,357
5540 Radios	3.00	32,135	47,183	62,853	142,170
5700 Facilities	6.00	23,841	45,401	67,789	137,032
<b>Total</b>	<b>312.25</b>	<b>5,459,269</b>	<b>6,616,604</b>	<b>8,192,348</b>	<b>20,268,221</b>





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Current Biennium (2021-2022) Impact				
Department/Fund	Budgeted FTE	Actual Increase	Budgeted Increase	(Unbudgeted) Amount
Tacoma Public Utilities	285.25	9,895,570	1,438,532	(8,457,038)
4600 Tacoma Water	6.00	58,164	20,111	(38,053)
4700 Tacoma Power	278.25	9,831,840	1,413,510	(8,418,329)
5050 TPU Fleet Services	1.00	5,567	4,911	(656)
General Fund	3.00	73,118	26,417	(46,701)
0010 General Fund	3.00	73,118	26,417	(46,701)
General Government Other	24.00	453,034	330,245	(122,789)
1065 PW Street Fund	15.00	327,620	248,869	(78,751)
5540 Radios	3.00	67,522	29,454	(38,068)
5700 Facilities	6.00	57,892	51,922	(5,970)
<b>Total</b>	<b>312.25</b>	<b>10,421,722</b>	<b>1,795,195</b>	<b>(8,626,527)</b>

Concur:

*Jackie Flowers* 8/20/21

Jackie Flowers, Director of Utilities, CEO

