



**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: May 9, 2022  
Subject: Fiscal Impact of 483 Customer & Field Services Unit Wage Increases for 2022-2024

**Background:**

A tentative agreement between the City of Tacoma and Local 483 International Brotherhood of Electrical Works Customer and Field Services bargaining unit has been reached for the contract period of January 1, 2022 through December 31, 2024.

**Wage Increases:**

- **Effective (and retroactive to) January 1, 2022**, all bargaining unit classifications will receive a general wage adjustment of two and one-quarter percent (2.25%).
- **Effective (and retroactive to) January 1, 2022**, in addition to the general wage adjustment, the bargaining unit classifications listed below will receive the following one-time market adjustments:
  - Mail & Stock Processor (CSC 0018) shall receive an additional two and one-half percent (2.50%).
  - Mail & Stock Processor, Senior (CSC 0012) shall be aligned 10% above the Mail & Stock Processor classification. (Resulting in a market adjustment of approximately 1.50%)
  - Meter Reader (CSC 0601) shall receive an additional two and one-half percent (2.50%).
- **Effective January 1, 2023**, all bargaining unit classifications will receive a general wage adjustment of two and one-half percent (2.50%).
- **Effective January 1, 2024**, all bargaining unit classifications will receive a general wage adjustment of two and three-quarter percent (2.75%).

**Reimbursement for Safety Shoes:**

- TPU Field Operation Positions: Employees, upon assignment to the section, will be reimbursed for two (2) pairs of safety shoes up to two hundred dollars (\$200) per pair. This is an increase from \$150.

Note: This also applies to project and temporary employees who were previously eligible for a separate shoe reimbursement schedule under section 12.25.2 which is no longer in the contract.





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- Mail & Stock Processors Senior, Mail & Stock Processors: Employees required to wear protective boots and/or safety shoes shall receive reimbursement for one (1) pair of safety shoes up to \$200.00 per pair. This is an increase from \$150.

**Fiscal Impact:**

Incremental Impact of Wage Adjustments				
Department/Fund	Budgeted FTE	2022 Increase	2023 Increase	2024 Increase
General Government				
0010 General Fund	14.0	29,258	33,240	38,247
1155 Tacoma Fire EMS	7.0	12,959	14,723	16,941
4110 PDS Permitting Services	1.0	1,834	2,084	2,398
4200 ES Solid Waste	9.0	17,467	19,844	22,833
4300 ES Wastewater	6.0	12,748	14,483	16,664
5800 GG Internal Services	4.0	7,089	8,053	9,267
<b>General Government Total</b>	<b>41.0</b>	<b>81,354</b>	<b>92,427</b>	<b>106,350</b>
Tacoma Public Utilities				
4600 Tacoma Water	2.0	4,080	4,636	5,334
4700 Tacoma Power	121.2	272,414	261,363	301,059
<b>Tacoma Public Utilities Total</b>	<b>123.2</b>	<b>276,495</b>	<b>265,998</b>	<b>306,393</b>
<b>Grand Total</b>	<b>164.2</b>	<b>357,849</b>	<b>358,426</b>	<b>412,743</b>

The impact of the 2022 adjustment is within General Government’s budgeted amounts taken as a whole.

The impact of the 2022 adjustment exceeds Tacoma Public Utilities budgeted amounts by \$86K.

Concur:

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Jackie Flowers, Director of Utilities, CEO





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To: Katie Johnston, Budget Officer  
From: Jim Sant, Deputy Director of Administration, Management Services JS  
Date: May 18, 2022  
Subject: Fiscal Impact of the Brotherhood of Locomotive Engineers and Trainmen (BLE) wage increases for 2022

### Background

Language in the collective bargaining agreement for the Brotherhood of Locomotive Engineers and Trainmen (BLE) provides that in the event a new agreement is not reached by July 1, 2019, the basic daily rate of pay for locomotive engineers shall be increased by an amount equal to 100% of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle area all items, measured from June of 2015 to June of 2016, with a minimum increase of two (2) percent and a maximum increase of four (4) percent.

### Fiscal Impact

- The CPI-W increase for this period was published as two (2) percent. Since an agreement has not been reached, the ordinance will provide for an increase of two (2) percent effective July 1, 2022 through June 30, 2023. There are twenty employees covered by this agreement.

Department/Fund	Budgeted FTE	2022 Incremental Expense	2023 Incremental Expense
Tacoma Public Utilities 4500 Tacoma Rail	20.0	\$21,626	\$21,626

### Summary

The 2022 wage increases are included in the 2021-2022 Adopted Biennial Budget.

Concur:

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Jackie Flowers, Director of Utilities, CEO

