



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
General Government Total	41.0	81,354	92,427	106,350
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
Tacoma Public Utilities Total	123.2	276,495	265,998	306,393
Grand Total	164.2	357,849	358,426	412,743

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:

Jackie Flowers, Director of Utilities, CEO

