



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

To: Tadd Wille, Budget Officer  
 From: Jim Sant, Deputy Director for Administration, Management Services  
 Date: December 31, 2015  
 Subject: Financial Impact of the International Brotherhood of Electrical Workers (IBEW), Local 483 – Water Unit – 2015-2018 Successor Agreement

**Background:**

A Tentative Agreement has been reached between the City of Tacoma and the IBEW, Local 483 – Water unit for a new successor collective bargaining agreement for the years 2015-2018.

**Financial Impact:**

This agreement is for a four year term, 2015-2018, and consists of 121 employees in eighteen classifications within Tacoma Water.

- Effective January 1, 2015, wages for each classification shall be increased by 2.0%.
- Effective January 1, 2016, wages for each classification shall be increased by 1.1%.
- Effective January 1, 2017, wages for each classification shall be increased by 2.0%.
- Effective January 1, 2018, wages for each classification shall be increased by 2.5%.

Year	Actual Increase	Budgeted Increase	Impact Fav (UnFav)
2015	\$193,189	\$212,508	\$19,319
2016	\$108,379	\$266,543	\$158,164

Year	Actual Increase
2017	\$198,457
2018	\$254,006

Concur:

  
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 William A. Gaines, Director of Utilities, CEO

