



**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  
 Date: September 14, 2022  
 Subject: Fiscal Impact of Local 483 IBEW Water Division Unit Wage Increases for 2022-2024

**Background:**

A tentative agreement between the City of Tacoma and Local 483 International Brotherhood of Electrical Workers – Water Division 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**, the journey level wage rate, and all wage rates not expressed as a percentage of journey level, will be increased by two and one quarter percent (2.25%). In addition, base classifications shall receive the following market adjustments.

CSC	Classification	2022 Market Adjustment
51090	Water Control Station Operator	2.25%
52250	Water Meter Repair Worker	2.25%
52260	Water Meter Repair Worker, Lead	2.25%
51080	Water Plant Maintenance Worker	2.25%
50700	Water Pumps & Storage Supervisor	3.00%
19990	Water Quality Specialist	1.80%
53050	Water Service Mechanic	1.80%
50650	Water Service Supervisor	3.00%
50610	Water Service Worker	2.25%
50680	Water Supply Supervisor	3.00%
50690	Water Systems Operations Supervisor	3.00%
51120	Water Treatment Plant Operator	2.25%
51100	Water Treatment Plant Supervisor	3.00%
50600	Water Utility Worker	2.25%
21550	Watershed Inspector	1.80%





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- **Effective January 1, 2023**, the journey level wage rate, and all wage rates not expressed as a percentage of journey level, will be increased by five percent (5.0%) which is comprised of a two- and one-half percent (2.50%) general wage increase and two- and one-half percent (2.50%) market adjustment.
- **Effective January 1, 2024**, the journey level wage rate, and all wage rates not expressed as a percentage of journey level, will be increased by four and one quarter percent (4.25%) which is comprised of a two and three quarters percent (2.75%) general wage increase and a one- and one-half percent (1.50%) market adjustment.

### **Utility Worker**

The Water Utility Worker Step 5 (Changed from “Training” to “Graduated”) increases from 86.75% to 88% of Journey rate.

Note: This also increases the pay for Water Utility Worker – Flush Truck AOR ‘G’

### **Application of Rates**

**AOR B:** Increase Water Utility Worker in the Apprenticeship travel allowance to \$14.00, up from \$10.00.

**AOR I:** Amend Water Service Mechanic certification pay to provide:

- 6% Certification pay when a Mechanic fulfills the WABO training;
- 4% Certification pay when a Mechanic fulfills the Water Quality classes;
- 4% Certification pay when a Mechanic fulfills the Electrical/Telemetry classes;
- Certification pay under this section can be stacked, but in no circumstance shall exceed 10% over an employee’s base rate.

### **Other**

- Increase alternate reporting headquarters allowance to \$14.00, up from \$10.00.
- Increase night shift differential to five percent (5%), up from three percent (3%).





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**Fiscal Impact:**

Incremental Impact of Wage Increases				
Department/Fund	Budgeted FTE	2022	2023	2024
4600 Tacoma Water	135.00	582,598	661,855	603,272

The impact of the 2022 adjustment exceeds Tacoma Water's budgeted amount by \$52k.

Concur:

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Jackie Flowers, Director of Utilities, CEO

