



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: March 13, 2014  
 Subject: Financial Impact of the International Brotherhood of Electrical Workers, Local 483 – Click! Network Unit

**Background:**

A Tentative Agreement has been reached between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483 – Click! Network Unit for the years 2012-15. This bargaining unit covers 42 budgeted employees. The 2013-2014 budget includes a 2.0% increase in 2013 and a 4% increase in 2014 for all classifications in this bargaining unit.

**Financial Impact:**

This agreement is for a four year term, 2012-2015, and consists of five classifications: Network Operations Center Technician, Telecommunications Network Construction Technician, Telecommunications Network Technician, Telecommunications Technician 1 and Telecommunications Utility Worker. At this time, there are no filled positions for Telecommunications Network Construction Technician or Telecommunications Utility Worker.

- Effective January 1, 2012, wages shall be increased by 0%.
- Effective January 1, 2013, wages shall be increased based on market review resulting in a 3.9% increase for Telecommunications Technician 1 and a 2.3% increase for Telecommunications Utility Worker. The other classifications will not receive an increase in 2013.
- Effective January 1, 2014, wages shall be increased by 100% of the CPI-W, Seattle-Tacoma-Bremerton, June-June index, with a minimum of 1% and a maximum of 4%. This wage increase is 1.2%.
- Effective January 1, 2015, wages shall be increased by 100% of the CPI-W, Seattle-Tacoma-Bremerton, June-June index, with a minimum of 2% and a maximum of 4%.

Year	Actual Increase	Budgeted Increase	Impact Fav (UnFav)
2013	\$51,352	\$61,594	\$10,241
2014	\$37,560	\$123,187	\$85,627

Year	Minimum 2%	Maximum 4%
2015	\$63,352	\$126,704

Concur:

  
 William A. Gaines, Director of Utilities, CEO

