

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

To: Katie Johnston, Budget Officer

From: Jim Sant, Deputy Director for Administration, Management Services 

Date: October 4, 2019

Subject: Fiscal Impact of the International Brotherhood of Electrical Workers,  
Local 483 – Customer & Field Services Unit 2019-2021 Successor Agreement

**Background:**

A Tentative Agreement between the City of Tacoma and IBEW Local 483 Customer and Field Services (“Union”) has been reached for a successor collective bargaining agreement for the years 2019-2021. It was ratified by the Union membership on September 17, 2019. The agreement covers 157 budgeted employees: 35 for General Government and 122 for Tacoma Public Utilities.

**Financial Impact:**

1. Effective January 1, 2019, all base wage rates will be increased by three percent (3%).
  - a. Effective January 1, 2019 the first two steps of the Warehouse Supervisor shall be eliminated. Employees currently receiving pay at step 1 and 2 shall receive pay at the new step 1 and 2 rates of pay.
  - b. Effective upon final City Council approval as set forth in the implanting legislation the Warehouse Supervisor overtime shall become overtime eligible (overtime category A).
  - c. Effective January 1, 2019 a new top step for Customer Service Representative Leads shall be established. All Customer Service Representative Leads who are currently receiving pay at the current step 3 will receive pay at the new step 4 rates of pay.
  - d. Effective upon final City Council approval as set forth in the implanting legislation the application of rate for the Workforce Coordinator shall be eliminated.
  - e. Effective upon final City Council approval a new classification of Workforce Coordinator shall be established.
  - f. Mail Stock Processors Senior and Mail & Stock Processors shall be eligible to be reimbursed for footwear up to one hundred and fifty dollars (\$150.00) per pair.
  - g. A maximum reimbursement of one hundred and fifty dollars (\$150.00) for shoe purchase has been established for permanent Field Operations employees (Meter Reader; Field Investigator).
  - h. Project and Temporary TPU Field Operations positions (Meter Reader; Field Investigator) shall now be eligible to receive a shoe reimbursement with a cap of one hundred and fifty dollars (\$150.00) per pair.



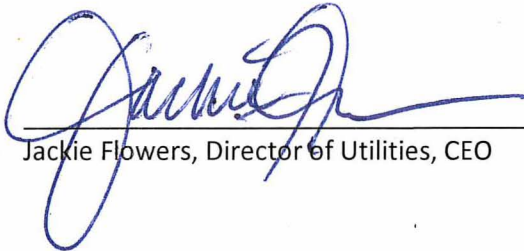
2. Effective January 1, 2020, all base wage rates will be increased by three percent (3%).
3. Effective January 1, 2021, all base wage rates will be increased by two and one half percent (2.5%).

Division	Budgeted FTEs	2019 Increase	2020 Increase	2021 Increase
General Fund	16	\$49,487	\$41,678	\$35,637
Non-General Fund	19	\$60,956	\$48,799	\$41,726
TPU	122	\$335,261	\$294,310	\$251,652
<b>Total</b>	<b>157</b>	<b>\$445,704</b>	<b>\$384,787</b>	<b>\$329,015</b>

**Summary:**

These wage adjustments are covered by the 2019-2020 Adopted Biennial Budget.

Concur:



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Jackie Flowers, Director of Utilities, CEO