



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

To: Katie Johnston, Budget Manager
 From: Jim Sant, Deputy Director for Administration, Management Services
 Date: September 16, 2019
 Subject: Fiscal Impact of IBEW 483 Power Unit LOU Trouble Crew Overtime

Background:

The Letter of Understanding (LOU) confirms the understanding reached in regards to filling temporary absences on the Trouble Crew. Additionally, this LOU establishes and clarifies the Application of Rate (AOR) for employees on the Trouble Crews.

Financial Impact:

- Effective August 26, 2019, an Application of Rate of 110% of the Line Electrician rate of pay shall be applied to individuals on the Trouble Crews. The Application of Rate is increasing from 107% to 110%.
- The Application of Rate is applied after the COLA is calculated for each period. Effective April 1, 2020, wages shall increase by an amount equal to 100% of the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma-Bellevue Area, measured from June of 2018 to June of 2019, with a minimum 2.25% and a maximum increase of 3.5%.

Incremental Increase:

| Department | FTE | 2019-2020 August- March | 2020-2021 April-March Minimum COLA 2.25% | 2020-2021 April-March Maximum COLA 3.5% |
|-------------------------|-----|-------------------------------|---|--|
| Tacoma Public Utilities | 6 | \$13,351 | \$22,695 | \$22,972 |

Summary

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

Concur:

Jackie Flowers, Director of Utilities, CEO

