



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 JS
 Date: December 21, 2022
 Subject: Fiscal Impact of Local 483 IBEW Custodial and Building Maintenance Unit Wage
 Increases for 2023-2025

Background:

A tentative agreement between the City of Tacoma and the Local 483 International Brotherhood of Electrical Workers Custodial and Building Maintenance Workers bargaining unit has been reached for the contract period of January 1, 2023 through December 31, 2025. There are twenty-five (25.0) budgeted positions in year 2023 and twenty-six (26.0) thereafter, covered by this agreement.

Wage Increases:

Wages will be increased as follows

Code	Classification	2023 General	2023 Market	2023 Total	2024 General	2024 Market	2024 Total	2025 General Only
60020	Custodian	2.50%	5.50%	8.00%	2.75%	1.50%	4.25%	2.75%
60050	Building Maintenance Worker	2.50%	2.50%	5.00%	2.75%	1.50%	4.25%	2.75%
60060	Building Maintenance Supervisor, Assistant	2.50%	2.50%	5.00%	2.75%	1.50%	4.25%	2.75%

2023 wage increases are retroactive to January 1, 2023.

Footwear and Clothing Allowance:

- Increase annual footwear allowance to \$200.00 (from \$185.00) for employees not required by management to wear safety toed boots.
- Increase annual footwear allowance to \$250.00 (from \$225.00) for employees required by management to wear safety toed boots.





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Fiscal Impact:

Impact of Wage Increases				
Department/Fund	Budgeted FTE	2023	2024	2025
4300 - ES Wastewater	3.0	13,000	16,000	22,000
4700 - Tacoma Power	21.0	95,000	148,000	192,000
5700 - PW Facilities	2.0	7,000	11,000	15,000
Total	26.0	115,000	175,000	229,000

The impact of the 2023-2024 increase exceeds the budget by \$47k.

Concur:

Jackie Flowers, Director of Utilities, CEO

