



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 1, 2016  
 Subject: Financial Impact of the International Brotherhood of Electrical Workers, Local 483 – Custodial and Building Maintenance Unit Agreement

**Background:**

A Tentative Agreement has been reached between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483 – Custodial and Building Maintenance Unit for a successor collective bargaining agreement for the years 2016-2019. This bargaining unit covers 26 budgeted employees. Five of these employees work for General Government with the balance at Tacoma Public Utilities. The 2015-2016 budget includes a 2.7% increase in 2016 for all classifications in this bargaining unit.

**Financial Impact:**

This agreement is for a four year term, 2016-2019, and consists of three classifications Custodian, Building Maintenance Worker and Assistant Building Maintenance Supervisor.

- Effective January 1, 2016, the classification rates of pay shall be increased by 2%.
- Effective January 1, 2017, the classification rates of pay shall be increased by 2%.
- Effective January 1, 2018, the classification rates of pay shall be increased by 2%.
- Effective January 1, 2019, the classification rates of pay shall be increased by 2%.
- The Assistant Building Maintenance Supervisor classification is aligned with the Building Maintenance Worker classification resulting in a 2.02% increase for each year of this agreement.

		2016		
	FTE's	Actual Increase	Budgeted Increase	Impact Fav (Unfav)
General Government	5	\$6,146	\$8,298	\$2,152
Tacoma Public Utilities	21	24,615	33,164	8,549
<b>Total</b>	<b>26</b>	<b>\$30,761</b>	<b>\$41,462</b>	<b>\$10,701</b>

	2017 Increase	2018 Increase	2019 Increase
General Government	\$6,269	\$6,395	\$6,523
Tacoma Public Utilities	25,108	25,611	26,124
<b>Total</b>	<b>\$31,377</b>	<b>\$32,006</b>	<b>\$32,647</b>

Concur:

William A. Gaines, Director of Utilities, CEO

