



**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: September 30, 2022  
 Subject: Fiscal Impact of Local 483 IBEW Supervisors Unit Wage Increases for 2022-2025

**Background:**

A tentative agreement between the City of Tacoma and Local 483 International Brotherhood of Electrical Workers – Supervisors bargaining unit has been reached for the contract period of January 1, 2022 through December 31, 2025.

**Wage Increases:**

All bargaining unit classifications will receive the following general wage adjustments:

General Wage Increases			
Jan. 1, 2022	Jan. 1, 2023	Jan. 1, 2024	Jan. 1, 2025
2.25%	2.50%	2.75%	2.75%

In addition to the general increases detailed above, bargaining unit classifications will receive market adjustments as detailed below:

Market Adjustments					
CSC Code	Classification	Jan. 1, 2022	Jan. 1, 2023	Jan. 1, 2024	Jan. 1, 2025
50970	Biosolids Supervisors	2.00%	0.00%	0.00%	0.00%
00410	Customer Accounts Supervisor	4.00%	0.00%	0.00%	0.00%
52710	Fire Electrical Maintenance Supervisor	1.00%	1.00%	0.00%	0.00%
52760	Traffic Field Operations Supervisor	1.00%	1.00%	0.00%	0.00%
50170	Solid Waste Collection Supervisor	1.75%	0.00%	0.00%	0.00%
03050	Warehouse Supervisor	5.00%	0.00%	0.00%	0.00%



**Special Compression Adjustment for Solid Waste Collection Supervisor & Biosolids Supervisor**

The parties agree that, at this time, there are insufficient external market comparators for the Solid Waste Collection Supervisor (CSC 50170) and the Biosolids Supervisor (CSC 50970) classifications.

The parties see value in avoiding salary compression between these classifications and the classifications they supervise. For the term of this Agreement, the parties agree to the following:



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Solid Waste Collection Supervisor: Effective January 1, 2022, the Solid Waste Collection Supervisor classification will receive a market-based wage increase of one and three quarters percent (1.75%) in addition to the general wage increase. For 2023, 2024, and 2025, the top step base rate of pay for the Solid Waste Collection Supervisor shall be not less than 10% above the top step base rate of the Solid Waste Route Supervisor (CSC 50370).

Biosolids Supervisor: Effective January 1, 2022, the Biosolids Supervisor classification will receive a market-based wage increase of two percent (2%) in addition to the general wage increase. For 2023, 2024, and 2025, the top step base rate of pay for the Biosolids Supervisor shall be not less than 10% above the top step base rate of the Biosolids Coordinator (CSC 51000).

**Fiscal Impact:**

Incremental Impact of Wage Increases					
Department	Budgeted FTE	2022	2023	2024	2025
<b>General Government</b>					
Tacoma Fire	1.00	6,004	6,668	5,370	5,521
Public Works	1.00	5,718	6,350	5,115	5,258
Environmental Services	6.00	36,001	17,959	20,286	20,887
<b>Tacoma Public Utilities</b>					
Customer Services	5.00	36,345	15,232	17,192	17,796
Water	1.00	7,469	2,763	3,119	3,201
<b>Total</b>	<b>14.00</b>	<b>91,537</b>	<b>48,972</b>	<b>51,082</b>	<b>52,663</b>

The impact of the 2022 adjustment exceeds the budgeted amount by \$36k.

Concur:

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 Jackie Flowers, Director of Utilities, CEO

