



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

To: Andy Cherullo, Finance Director  
From: Alex Yoon, Utilities Deputy Director *AY*  
Date: June 12, 2025  
Subject: Fiscal Impact of IBEW Local 483, Tacoma Power Unit Wage Increases for 2024-2028

**Background:**

A tentative agreement between the City of Tacoma and the International Brotherhood of Electrical Workers Local 483 Tacoma Power bargaining unit has been reached for the contract period of April 1, 2024 through March 31, 2028.

**Wage Increases:**

- **Effective retroactive to April 1, 2024**, all base classifications shall receive a **general wage increase of 2.75%** to their top step wage rate. In addition, **market-based increases**, described in the table below, will be applied to reach the top step negotiated. This shall include all employees employed as of April 1, 2024.

2024 Wage Increases				
Code	Classification	General	Market	Total
41200	Communications System Tech II	2.75%	10.33%	13.08%
50040	Craft Helper	2.75%	14.77%	17.52%
21250	Electrical Inspector	2.75%	10.80%	13.55%
52300	Electrical Meter & Relay Tech	2.75%	13.40%	16.15%
52308	Elec Meter & Rel-Adv Trng 14.25%	2.75%	15.60%	18.35%
52400	Electrical Worker	2.75%	7.30%	10.05%
5240A	Electrical Worker - Tree/Fire/Signal	2.75%	7.30%	10.05%
52360	Electrician	2.75%	12.44%	15.19%
06230	Energy Services Representative	2.75%	2.25%	5.00%
60080	Facilities Maint Mechanic	2.75%	14.36%	17.11%
52700	Fire Maintenance Electrician	2.75%	8.46%	11.21%
51320	Hydro Project Electrician	2.75%	10.47%	13.22%
53010	Hydro Project Mechanic	2.75%	10.47%	13.22%
50560	Hydro Utility Worker	2.75%	10.47%	13.22%
52530	Line Clearance Tree Trimmer	2.75%	6.40%	9.15%
52550	Line Electrician	2.75%	13.60%	16.35%
52570	Line Electrician Sr	2.75%	14.21%	16.96%
52560	Line Equipment Operator	2.75%	15.31%	18.06%
52750	Signal & Lighting Elec	2.75%	16.90%	19.65%
51160	Substation Oper Sr	2.75%	12.86%	15.61%
51200	Systems Power Dispatcher Generation	2.75%	16.46%	19.21%
52380	Tool & Equipment Room Coordinator	2.75%	12.27%	15.02%
50030	Transmission & Distrib Flagger	2.75%	4.44%	7.19%
06170	Utility Service Specialist	2.75%	3.23%	5.98%
52450	Wire Electrician	2.75%	13.60%	16.35%
52460	Wire Electrician, Sr	2.75%	14.21%	16.96%





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- **Effective April 1, 2025**, all base classifications shall receive a **general wage increase of 2.75%**. In addition, all base wages shall receive a **market-based increase of 0.85%**.
- **Effective April 1, 2026**, all base classifications shall receive a wage increase equal to the Seattle/Tacoma/Bellevue CPI-W (Consumer Price Index for urban wage earners and clerical workers), with a **minimum of 3.0%** and a maximum of 6.0%. In the event CPI-W is greater than 6.0% then the parties agree to open wage discussions.
- **Effective April 1, 2027**, all base classifications shall receive a wage increase equal to the Seattle/Tacoma/Bellevue CPI-W (Consumer Price Index for urban wage earners and clerical workers), with a **minimum of 3.0%**, and a maximum of 6.0%. In the event CPI-W is greater than 6.0% then the parties agree to open wage discussions.
- **Mission Square Retirement Health Savings Account (RHS)**: Effective April 1, 2026, the City and union agree to defer **\$0.50 (up from \$0.25) per hour** of the wage rates as a city contribution to a RHS to be paid for all straight time. Contributions on overtime shall be \$.75 per hour for time and one-half and \$1.00 per hour for double time.
- **Applications of Rate (AOR)**:
  - Employees at Cowlitz, Cushman, or Nisqually hydroelectric projects shall receive an additional **7.5%** (up from 6.5%) when assigned as the **lead worker**.
  - Line electricians shall receive an additional **10.0%** (up from 6.0%) when assigned as the **trouble person**.
  - **Senior Meter/Relay Technician** pay rate shall be **16.48%** (up from 14.25%) over the Electrical Meter and Relay Technician base rate of pay.
  - **Assistant Supervisor Meter & Relay** pay rate shall be **27.23%** (up from 25%) over the Electrical Meter and Relay Technician base rate of pay.
  - **Electrical Inspector** assigned lead duties shall be paid 6.3% above **step 2** (from step 3) of the Electrical Inspector rate of pay.
  - **Power System Operator** candidate upon successful completion of **step 3** (from step 4) will be advance **to step 4** (from step 5) and given a maximum of **4 months** (from 6 months) to successfully **obtain the NERC certification**.
  - **Communications System Tech III** rate of compensation shall be **10.0%** above the Communications System Tech II rate of pay.
  - **Power System Operator Coordinators** providing coverage for a Power System Operator (Distribution or Reliability) shall receive an AOR of **10.0%** for hours worked in such capacity.
  - **Power System Operator (Distribution or Reliability)** temporarily upgrading due to a **Control Center absence** shall be paid the Power Systems Coordinator rate of pay plus an additional AOR of **10%** for hours worked in such capacity.
  - **Qualified electricians** assigned to be an Asbestos Supervisor or Worker shall receive a **5% AOR** for all hours **assigned to asbestos work**.





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- **Clothing:** select classifications shall receive the **one of the following**
  - Allowance equal to \$400, or
  - Allowance equal to 5 (up from 4) hours of line electrician base rate, or
  - Flame resistance clothing
- **Boots/Safety Footwear:** select classifications shall receive **one of the following**
  - Allowance equal to 4 hours of line electrician base rate every 12 months, or
  - One pair of boots at time of hire and (at a minimum) every 24 months
- **Other:**
  - Tool & Equipment Room Coordinator – change **overtime category** from A to C
  - Employees reporting to the **South Service Center (SSC)** shall receive (in addition to their regular compensation) **\$22.00** (up from \$10.00) per day for the first 20 working days of their assignment.
  - Transmission and Distribution employees required to report to the **Tacoma Municipal Building** or **Tacoma Power's North Service Center** for **training or business meeting** will be compensated **\$22.00** (up from \$10.00) per day for using their personal vehicle.





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### Fiscal Impact:

The table below summarizes the fiscal impact of the above wage increases and includes the total budgeted full-time equivalent positions impacted by these increases

Incremental Impact of Wage Increases						
Department & Fund	Budgeted FTE	Year 1 (4/1/24 - 3/31/25)	Year 2 (4/1/25 - 3/31/26)	Year 3 (4/1/26 - 3/31/27)	Year 4 (4/1/27 - 3/31/28)	TOTAL
<b>Tacoma Public Utilities</b>	<b>311.84</b>	<b>\$ 7,033,507</b>	<b>\$ 2,176,356</b>	<b>\$ 1,861,641</b>	<b>\$ 1,777,103</b>	<b>\$ 12,848,606</b>
4600 Tacoma Water	7.00	91,626	37,445	35,810	34,306	199,187
4700 Tacoma Power	303.84	6,927,939	2,135,612	1,822,675	1,739,753	12,625,979
5050 TPU Fleet Services	1.00	13,942	3,299	3,156	3,043	23,440
<b>General Fund</b>	<b>3.00</b>	<b>48,818</b>	<b>17,161</b>	<b>16,412</b>	<b>15,747</b>	<b>98,138</b>
0010 General Fund	3.00	48,818	17,161	16,412	15,747	98,138
<b>General Government Other</b>	<b>28.00</b>	<b>659,494</b>	<b>176,126</b>	<b>149,457</b>	<b>143,186</b>	<b>1,128,263</b>
1155 TFD EMS Spec Rev	1.00	15,902	5,590	5,346	5,129	31,967
1065 Traffic Signal/St	4.00	69,613	45,463	24,501	22,517	162,094
5540 Comms Equip Res	6.00	117,200	28,334	27,098	26,126	198,759
5700 Def Repair & Replace	16.00	434,013	92,388	88,363	85,373	700,137
5700 Facilities	1.00	22,767	4,350	4,148	4,041	35,306
<b>Total</b>	<b>342.84</b>	<b>\$ 7,741,819</b>	<b>\$ 2,369,642</b>	<b>\$ 2,027,510</b>	<b>\$ 1,936,036</b>	<b>\$ 14,075,007</b>

The 2024 retroactive impact plus the 2025-2026 unbudgeted impact will be absorbed by the respective departments. If necessary, departments may pursue budget modifications for any expenditures that exceed the total approved budget.

Future wage increases will be included in the budget for those years.

Concur:

DocuSigned by:  
  
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Jackie Flowers, Director of Utilities, CEO





**TO:** Elizabeth Pauli, City Manager  
**FROM:** Andy Cherullo, Finance Director  
**SUBJECT:** Fiscal Impact of Local 6 I.U.P.A. Community Service Officers 2025-2026 CBA (TA)  
**DATE:** June 15, 2025

#### OVERVIEW

The following provides an estimated fiscal impact of an agreement between the City of Tacoma and the Local 6 I.U.P.A. Community Service Officers (CSO) for the terms of the 2025-2026 Collective Bargaining Agreement (CBA).

#### WAGES

**2025:** Effective upon City Council Approval, the base wage rates shall be increased by two and three-quarter percent (2.75%) retroactive to January 1, 2025.

**2026:** Effective January 1, 2026, the base wage rates shall be increased by three percent (3%).

#### Fiscal Impact of Wage Adjustments

Fiscal Area	FTE	2025 Incremental Expense	2026 Incremental Expense	Total Expense
General Fund	5.0	\$11,000	\$23,000	\$34,000
<b>Total</b>	<b>5.0</b>	<b>\$11,000</b>	<b>\$23,000</b>	<b>\$34,000</b>

*The table above represents the incremental expense assuming five FTEs, which is the size of this group under current budget restrictions. However, the original size of this group is 10 FTEs. Returning to that size would double the impact shown in the table.*

#### STEP PLACEMENT

There shall be five (5) steps for the Community Service Officer classification. Salary range increases will be administered per section 1.12.030 of the Tacoma Municipal Code.

Effective retroactively to January 1, 2025, salary step placement for incumbent employees (five employees) will be as provided by Exhibit A of the agreement. The fiscal impact of salary step adjustments to the five employees is shown below.

#### Fiscal Impact of Step Placement Adjustments

Fiscal Area	FTE	2025 Incremental Expense	2026 Incremental Expense	Total Expense
General Fund	5.0	\$40,000	\$53,000	\$93,000
<b>Total</b>	<b>5.0</b>	<b>\$40,000</b>	<b>\$53,000</b>	<b>\$93,000</b>

## LONGEVITY

Employees in the Community Service Officer classification shall receive longevity pay as follows:

- 1% of base pay with aggregate service of 5 through 9 years of service
- 2% of base pay with aggregate service of 10 through 14 years of service
- 3% of base pay with aggregate service of 15 through 19 years of service
- 4% of base pay with aggregate service of 20 or more years of service

Longevity pay will be computed on base rates only.

Eligibility for longevity pay shall be determined by the length of aggregate City service and will be paid to an employee at the first of the calendar year in which any of the above stipulated periods of aggregate service will be completed.

### Fiscal Impact of Longevity Adjustments

Due to this classification being newly formed and each member being new to the City, this longevity change has no anticipated fiscal impact in 2025-2026.

## CALEA PAY

Members of this bargaining unit will receive a lump sum payment in the amount of five hundred dollars (\$500) in the first pay period after Council approval and annually thereafter while the Department is accredited through the Commission on Accreditation for Law Enforcement Agencies (CALEA). The annual lump sum will occur in a pay period in January.

### Fiscal Impact of CALEA Pay Adjustments

Fiscal Area	FTE	2025 Incremental Expense	2026 Incremental Expense	Total Expense
General Fund	5.0	\$2,500	\$2,500	\$5,000
<b>Total</b>	<b>5.0</b>	<b>\$2,500</b>	<b>\$2,500</b>	<b>\$5,000</b>

*The table above represents the incremental expense assuming five FTEs, which is the size of this group under current budget restrictions. However, the original size of this group is 10 FTEs. Returning to that size would double the impact shown in the table.*

## BENEFITS

Section 10.8 – Joint Labor Committee Agreement. Unless otherwise provided for in this Agreement, the City will extend benefits provided for in the Tacoma Joint Labor Agreement CBA to Community Service Officers.

## APPLICATION OF RATE (AOR)

**Language Pay** Eligible employees shall receive an application of rate of two percent (2%) above their base pay according to the terms and conditions of a Bilingual Pay Program established by management for actual hours spent as foreign language interpreters and translators in the course of their work duties.



#### Fiscal Impact of Language Pay Adjustments

The table below represents the maximum possible Language Pay AOR assuming all employees qualify.

Fiscal Area	FTE	2025 Incremental Expense	2026 Incremental Expense	Total Expense
General Fund	5.0	\$8,000	\$8,000	\$16,000
<b>Total</b>	<b>5.0</b>	<b>\$8,000</b>	<b>\$8,000</b>	<b>\$16,000</b>

*The table above represents the incremental expense assuming five FTEs, which is the size of this group under current budget restrictions. However, the original size of this group is 10 FTEs. Returning to that size would double the impact shown in the table.*

**Community Service Officer Training Officer** A Community Service Officer will receive an additional four percent (4%) per hour for actual hours spent training when assigned training duties by a Supervisor.

#### Fiscal Impact of Training

The fiscal impact of this training AOR cannot be determined due to unknown number of hours assigned to training.

**Shift Incentive Pay** Employees scheduled to begin work on or after 1200 (Swing shift) will receive an application of rate pay of three percent (3%) above their regular rate of pay.

#### Fiscal Impact of Shift Incentive Pay

The fiscal impact of this Shift Incentive Pay AOR cannot be determined due to uncertainty of when employees are scheduled to relevant shifts.

#### **FUNDING FOR 2025-2026**

The adjustments are partially budgeted as part of the 2025-2026 Adopted Biennial Budget. The department will be responsible for adhering to their overall level of appropriation.

Cc: Dylan Carlson, Labor Relations Manager  
Karen Short, Senior Human Resources Consultant  
Jen Watts, Labor Relations Analyst  
Brian Schwall, Financial Services Analyst  
Jeff Upton, Financial Services Manager





**TO:** Elizabeth Pauli, City Manager  
**FROM:** Andy Cherullo, Finance Director  
**SUBJECT:** Fiscal Impact of providing Applications of Rate (AOR) for Certain Non-represented Employees of Tacoma Power  
**DATE:** June 18, 2025

#### OVERVIEW

The following provides an estimated fiscal impact to 2025 and 2026 of applying various Applications of Rate (9% or 20%) to 14 non-represented positions in Tacoma Power. These AORs are being considered to avoid compression issues related to the IBEW Local 483, Tacoma Power Unit Wage Increases for 2024-2028. Across all classifications, the average cost of living and market increase for this contract was 14%.

This analysis assumes the AORs become effective July 28<sup>th</sup>, 2025.

#### APPLICATIONS OF RATE

The table below shows the number of positions being adjusted in these three classifications and their Applications of Rate.

Classification	9%	20%	Total FTEs
Assistant Section Manager, Power Utility	1	1	2
Power Field Operations Supervisor, Sr	7	2	9
Senior Manager, Power Utility	2	1	3
<b>Total FTEs</b>	<b>10</b>	<b>4</b>	<b>14</b>

#### Fiscal Impact of Applications of Rate

Fiscal Area	FTE	2025 Incremental Increase*	2026 Incremental Increase	Total Expense
Power - 4700	14.0	\$199,000	\$505,000	\$704,000
<b>Total</b>	<b>14.0</b>	<b>\$199,000</b>	<b>\$505,000</b>	<b>\$704,000</b>

#### FUNDING FOR 2025-2026

The adjustments are partially budgeted as part of the 2025-2026 Adopted Biennial Budget. The department will be responsible for adhering to their overall level of appropriation.

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