



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:

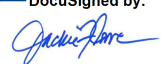
The table below summarizes the fiscal impact of the above wage increases and includes the total budgeted full-time equivalent positions impacted by these increases

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
Tacoma Public Utilities	311.84	\$ 7,033,507	\$ 2,176,356	\$ 1,861,641	\$ 1,777,103	\$ 12,848,606
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
General Fund	3.00	48,818	17,161	16,412	15,747	98,138
0010 General Fund	3.00	48,818	17,161	16,412	15,747	98,138
General Government Other	28.00	659,494	176,126	149,457	143,186	1,128,263
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
Total	342.84	\$ 7,741,819	\$ 2,369,642	\$ 2,027,510	\$ 1,936,036	\$ 14,075,007

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:

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Jackie Flowers, Director of Utilities, CEO

