

**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

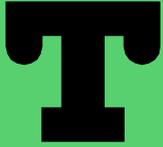
Code	Classification	2023 General	2023 Market	2023 Total	2024 General	2024 Market	2024 Total	2025 General Only
60020	Custodian	2.50%	5.50%	8.00%	2.75%	1.50%	4.25%	2.75%
60050	Building Maintenance Worker	2.50%	2.50%	5.00%	2.75%	1.50%	4.25%	2.75%
60060	Building Maintenance Supervisor, Assistant	2.50%	2.50%	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
<b>Total</b>	<b>26.0</b>	<b>115,000</b>	<b>175,000</b>	<b>229,000</b>

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

Concur:

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Jackie Flowers, Director of Utilities, CEO





**To:** Elizabeth Pauli, City Manager

**From:** Katie Johnston, Budget Officer

**Date:** December 27, 2022

**Subject:** Fiscal Impact of L120 General 2023-2025 Collective Bargaining Agreement

**Overview**

The following provides an estimate fiscal impact of the Tentative Agreement between the City of Tacoma and the Local 120 General bargaining unit for a successor collective bargaining agreement (CBA) effective January 1, 2023, through December 31, 2025.

**Financial Impact**

- Effective January 1, 2023, Local 120 General bargaining unit employees shall receive a general wage increase of two- and one-half percent (2.5%).
- Effective January 1, 2024, Local 120 General bargaining unit employees shall receive a general wage increase of two- and three-quarters percent (2.75%).
- Effective January 1, 2025, Local 120 General bargaining unit employees shall receive a general wage increase of two- and three-quarters percent (2.75%).

In addition to the general wage increases described above, the following market adjustments shall be applied:

Code	Job Title	January 1, 2023 Market Adjustment	January 1, 2024 Market Adjustment	January 1, 2025 Market Adjustment
01410	Business Analyst I	12.5%		
01420	Business Analyst II	12.5%	3%	3.1%
01430	Business Analyst III	12.5 %	3 %	3.1%
03040	Buyer	7.8%		
46120	Buyer Intern	7.8%		
03070	Buyer, Senior	7.8%		
12250	Communications Service Technician	5.8%		
01240	Computer Support Technician	12.5 %	3.5%	
02200	Graphic Arts Specialist	12.5%	5.5%	
02220	Graphic Arts Specialist, Lead	12.45%	5.5%	
01530	Information Technology Analyst, Principal Technical	12.5%	2%	3%
01510	Information Technology Analyst, Senior	7%		
01520	Information Technology Analyst, Senior Technical	9.6%		
46110	Information Technology Business Analyst Intern	12.5%		
46090	Information Technology Computer Support Technician Intern	12.5 %	3.5%	
46100	Information Technology Helpdesk Intern	12.5%		
01180	Information Technology Helpdesk Specialist	12.5%		
01600	Integration Developer	12.5 %		



Also, the annual safety footwear allowance will be increased to \$300.00 (from \$200.00), paid in January each year. Incumbents in the classifications Warehouse Technician, Senior Warehouse Technician, Vehicle Parts Assistant, and Fleet Services Parts Technician are eligible to receive the allowance.

Fund/Department	FTE	2023 Adopted Incremental Expense	2024 Adopted Incremental Expense	2025 Adopted Incremental Expense	TOTAL Adopted Incremental Expense
General Fund	6.8	\$83,000	\$118,000	\$141,000	\$342,000
General Fund Supported	1	\$2,500	\$5,000	\$8,000	\$15,500
All Other General Government	116	\$1,459,000	\$2,080,000	\$2,673,000	\$6,212,000
Environmental Services	8	\$54,500	\$82,500	\$110,000	\$247,000
Tacoma Public Utilities	46	\$293,000	\$491,000	\$644,000	\$1,428,000
<b>Total</b>	<b>177.8</b>	<b>\$1,892,000</b>	<b>\$2,776,500</b>	<b>\$3,576,000</b>	<b>\$8,244,500</b>

**Funding for 2023-2024 and 2025**

The cost of the proposed wage increase is budgeted in the Adopted 2023-2024 Budget and will be included in the proposed 2025-2026 Biennial Budget. Departments will be responsible for adhering to their overall level of appropriation.

CC:

- Dylan Carlson, Senior Labor Relations Manager
- Karen Short, Senior Human Resources Analyst
- Hayley Falk, Financial Manager
- Mayra Wheelock, Management Analyst II