



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

To: Katie Johnston, Budget Manager  
 From: Jim Sant, Deputy Director for Administration, Management Services  
 Date: May 23, 2019  
 Subject: Fiscal Impact of the International Brotherhood of Electrical Workers (IBEW), Local 483 – Water Unit – 2019-2021 Successor Agreement

**Background:**

A Tentative Agreement has been reached between the City of Tacoma and the IBEW, Local 483 – Water unit for a new successor collective bargaining agreement for the years 2019-2021.

**Financial Impact:**

This agreement is for a three year term, 2019-2021, and consists of 129 employees in 22 classifications within Tacoma Water.

- Effective January 1, 2019, the journey level wage rate and all wage rates not expressed as a percentage of journey level, will be increased by three percent (3.0%). All employees covered by this agreement that were employed as of January 1, 2019 shall receive the aforementioned wage increase retroactively.
- Effective January 1, 2020, the journey level wage rate and all wage rates not expressed as a percentage of journey level, will be increased by three percent (3.0%).
- Effective January 1, 2021, the journey level wage rate and all wage rates not expressed as a percentage of journey level, will be increased by two and one half percent (2.5%).

Year	Incremental Increase
2019	\$330,610.52
2020	\$345,318.08
2021	\$294,135.44

The wage adjustments for 2019 and 2020 are included in the 2019-2020 Adopted Biennial Budget.

Concur:

Jackie Flowers, Director of Utilities, CEO

