



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

To: Teresa Green, Budget Officer
From: Alex Yoon, Deputy Director of Administration, Management Services *AY*
Date: July 22, 2026
Subject: Fiscal impact of Local 483 Supervisors Unit Wage Increases and Office Administrators New Wage Range for 2026-2028

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, 2026 to December 31, 2028. In addition, a new salary range has been established for the Office Administrator classification.

Wage Increases:

All classifications listed will receive a 3.0% General Wage Increase (GWI) January 1st of 2026, 2027 and 2028.

In addition to the GWI, the following bargaining unit classifications will receive 2026 market adjustments as detailed below:

2026 Market Adjustment			
Code	A	Job Title	Market Adjustment
00410	-	Customer Accounts Supervisor	4.7%
50170		Solid Waste Collection Supervisor	5.0%
52760		Traffic Field Operations Supervisor	5.0%
03050	-	Warehouse Supervisor	10.1%
52780		Water Electrical and Controls Supervisor	2.0%

Solid Waste Collection Supervisor: For 2026, 2027, and 2028, 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: For 2026, 2027, and 2028, 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).

Office Administrator: Effective January 1, 2026, a new salary range has been established for the Office Administrator Classification. Employees will be moved to the new salary range by placing them on the step closest to their current step, but not below it. Additionally, salary range increases for employees hired on or after July 7, 2025, shall be administered in accordance with Section 1.12.030 of the Tacoma Municipal Code.

The salary table below includes all wages and compensation (3% GWI) for 2026:

Code	Job Title	1	2	3	4	5	6
073380	Office Administrator	\$ 39.03	\$ 40.98	\$ 43.03	\$ 45.18	\$ 47.44	\$ 49.81





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Fiscal Impacts:

Impact of Wage Increases - Office Administrator				
Department	Budgeted FTE	2026	2027	2028
General Government				
Environmental Services	4.00	37,586	50,515	63,769
City Attorney	1.00	6,544	10,260	14,044
Community Economic Dev	1.00	14,158	17,697	21,270
City Manager	5.00	71,839	88,548	105,468
Finance	1.00	14,158	17,697	21,270
Hearings Examiner	1.00	6,544	10,260	14,044
Public Works	4.00	41,233	55,567	70,151
Tacoma Public Utilities				
Customer Exp & Ext Affairs	1.00	16,500	19,535	22,652
Power	5.00	37,119	55,177	73,545
Total	23.00	245,681	325,255	406,214

The impact of the 2026 adjustment for Office Administrators exceeds the budgeted amount by \$97.7k and will need to be absorbed by the individual departments.

Impact of Wage Increases - 483 Supervisors				
Department	Budgeted FTE	2026	2027	2028
General Government				
Fire	1.00	5,390	10,917	16,546
Public Works	1.00	17,440	24,383	31,439
Planning & Development Svcs	1.00	8,599	12,162	15,722
Environmental Services	6.00	67,749	95,662	123,961
Tacoma Public Utilities				
Customer Exp & Ext Affairs	5.00	53,163	75,225	97,447
Power	10.00	45,792	92,907	140,842
Water	2.00	23,864	32,714	41,695
Total	26.00	221,997	343,970	467,652

Impact totals include applicable longevity and exclude a \$50 increase in footwear allowance.

The impact of the 2026 adjustment for 483 Supervisors exceeds the budgeted amount by \$556.8k and will need to be absorbed by the individual departments.

Concur:

Jackie Flowers, Director of Utilities, CEO





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To: Teresa Green, Assistant Finance Director
From: Alex Yoon, Deputy Director of Administration, Management Services *AY*
Date: July 22, 2026
Subject: Fiscal Impact of Local 483 Custodial and Building Maintenance Workers 2026-2028 CBA

Overview:

A Tentative Agreement has been reached between the City of Tacoma and the IBEW, 483 483 Custodial & Building Maintenance bargaining unit for a successor Collective Bargaining Agreement (CBA) effective January 1, 2026 to December 31, 2028.

Wages:

Effective and retroactive to January 1, 2026 the classification rates of pay shall be increased by three percent (3.0%). Additionally,

- The Custodian classification shall receive a three and one-half percent (3.5%) market adjustment
- The Building Maintenance Worker Classification shall receive a seven and one-half percent (7.5%) market adjustment
- The Building Maintenance Supervisor, Assistant top step shall maintain an index of twenty percent (20%) above the top step of Building Maintenance Worker

Effective January 1, 2027 the classification rates of pay shall be increased by three percent (3.0%).

Effective January 1, 2028 the classification rates of pay shall be increased by three percent (3.0%).

Classification	2026 General Increase	2026 Market Adjustment	2027 General Increase	2028 General Increase
60020 Custodian	3.0%	3.5%	3.0%	3.0%
60050 Building Maint Worker	3.0%	7.5%	3.0%	3.0%
60060 Building Maint Supv Asst	3.0%	7.5%	3.0%	3.0%





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Fiscal Impact:

Department/Fund	Budgeted FTE	2026 Impact	2027 Impact	2028 Impact
General Government				
4300 ES Wastewater	3.0	18,700	26,100	32,700
5700 PW Facilities	2.0	18,800	24,600	29,800
Tacoma Public Utilities				
4700 Tacoma Power	17.0	108,500	152,000	191,000
Grand Total	22.0	146,000	202,700	253,500

The impact of the 2026 wage increases, and retroactive payment will be absorbed within the existing biennial budget.

Concur:

Jackie Flowers, Director of Utilities, CEO





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To: Teresa Green, Assistant Finance Director
From: Alex Yoon, Utilities Deputy Director, Management Services *AY*
Subject: Fiscal Impact of SMART-TD Conductor Trainee
Date: July 30, 2026

Background:

Ordinance 29098, passed on March 31, 2026, provided for the addition of the classification of Railway Conductor Trainee (CSC 7104) to be added to the compensation plan, and accreted into the SMART-TD Conductor bargaining unit. The collective bargaining agreement with the SMART-TD Conductor Unit, was adopted by Resolution 41501, on August 6, 2024, and provided for a wage increase effective of 2 percent effective July 1, 2026. The ordinance creating Railway Conductor Trainee should have included this wage increase to be effective July 1, 2026, per the terms of the collective bargaining agreement, and was inadvertently omitted.

Pay steps for the classification of Railway Conductor Trainee (CSC 7104) are calculated at 70, 75, 80 and 85 percent of the Step 2 (Journey Rate) for Railway Conductor (CSC 7106). There are no current incumbents.

Fiscal Impact:

2026 Wage Increase Impact	
Department/Fund	Under/(Over) Budget
4500 Tacoma Rail	(1,791)

The 2026 fiscal impact represents one Railway Conductor Trainee position and will be absorbed within the current biennial budget.

Concur:

Jackie Flowers, Director of Utilities, CEO

