



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

To: Andy Cherullo, Finance Director  
 From: Alex Yoon, Utilities Deputy Director, Management Services  
 Subject: Fiscal Impact of 483 Water Wage Increases for 2025-2027  
 Date: April 20, 2026

**Background:**

A Tentative Agreement has been reached between the City of Tacoma and the IBEW, 483 Water bargaining unit for a successor Collective Bargaining Agreement (CBA) effective January 1, 2025 to December 31, 2027.

**Wage Increases:**

**Effective January 1, 2025**, all base classifications hourly wages will be increased by two and three quarters (2.75%) percent. In addition to the 2.75% general wage increase, base classifications shall receive the market adjustments described in the table below.

Classification	2025 General Wage Increase	2025 Market Adjustment	2025 Total Increase
Water Control Station Operator	2.75%	10.00%	12.75%
Water Meter Repair Worker	2.75%	3.00%	5.75%
Water Meter Repair Worker, Lead	2.75%	3.00%	5.75%
Water Plant Maintenance Worker	2.75%	3.00%	5.75%
Water Pumps & Storage Supervisor	2.75%	5.75%	8.50%
Water Quality Specialist	2.75%	3.25%	6.00%
Water Service Mechanic	2.75%	4.25%	7.00%
Water Service Supervisor	2.75%	3.00%	5.75%
Water Service Worker	2.75%	3.00%	5.75%
Water Supply Supervisor	2.75%	5.75%	8.50%
Water Systems Operations Supervisor	2.75%	10.00%	12.75%
Water Treatment Plant Operator	2.75%	12.00%	14.75%
Water Treatment Plant Supervisor	2.75%	12.00%	14.75%
Water Utility Worker	2.75%	3.00%	5.75%
Watershed Inspector	2.75%	3.25%	6.00%





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**Effective January 1, 2026**, all base classifications hourly wages will be increased by three (3%) percent.

**Effective January 1, 2027**, all base classifications hourly wages will be increased by three (3%) percent.

**Lump Sum Payment**

The City will pay a one-time lump sum payment of \$2,500 to each Water Treatment Plant Operator employed on January 1, 2025.

**Overtime** - Sect. 12

Expand 2.0x “double time” holiday premium pay from two holidays (Thanksgiving, Christmas) to four holidays (addition of New Years and Independence Day).

**Application of Rate**

B. Increase remote reporting allowance for Apprentices from \$14/day to \$22/day.

**Fiscal Impact:**

Incremental Impact of Wage Increases				
Department/Fund	Budgeted FTE	2025	2026	2027
4600 Tacoma Water	137.00	\$1,116,490	\$1,581,074	\$2,082,126

The impact of the 2025-2026 increases is included in the current biennial budget. Totals include the 2025 lump sum for Water Treatment Plant Operators, and exclude overtime and the increased allowance for remote reporting Apprentices.

Concur:

Jackie Flowers, Director of Utilities, CEO

