



**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%





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

**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





**To:** Hyun Kim, City Manager  
**From:** Teresa Green, Assistant Finance Director/Budget Officer  
**Subject:** Fiscal Impact of Local 120 General 2026-2028 Successor Collective Bargaining Agreement (TA)  
**Date:** April 20, 2026

**OVERVIEW**

A Tentative Agreement has been reached between the City of Tacoma and the Local 120 General 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**, all bargaining unit employees shall receive a General Wage Increase adjustment of three percent (3%).

**Effective and retroactive to January 1, 2026**, the following classifications will also receive a market rate increase as noted below. An additional Step 5 will be added to the classification of Buyer, Senior.

Classification	2026 Market Increase
Business Analyst I	1%
Business Analyst II	3%
Business Analyst III	3%
Buyer	5%
Buyer, Senior	5%
Communication Services Technician	3%
Computer Support Technician	3%
Fleet Services Support Tech	3%
Graphic Arts Specialist	1%
Graphic Arts Specialist, Lead	1%
Information Technology Analyst	3%
Information Technology Analyst, Senior	1%
Information Technology Analyst, Senior Technical	3%
Information Technology Analyst, Principal Technical	1%
Information Technology Helpdesk Specialist	3%
Integration Developer	1%
Vehicle Parts Assistant	3%
Warehouse Technician	3%
Warehouse Technician, Senior	3%
Web Developer	3%

Effective January 1, 2027, all bargaining unit employees shall receive a General Wage Increase adjustment of three percent (3%).

Effective January 1, 2028, all bargaining unit employees shall receive a General Wage Increase adjustment of three percent (3%).

***Wage Increase Fiscal Impact***

Fiscal Impact Area	FTE	2026 Incremental Expense	2027 Incremental Expense	2028 Incremental Expense	Total Incremental Expense
General Fund	9.0	\$81,022	\$121,317	\$163,341	\$365,680
General Fund Supported	1.0	\$9,044	\$12,328	\$15,710	\$37,082
Environmental Services	134.0	\$1,623,622	\$2,245,405	\$2,899,271	\$6,768,298
All Other General Government	10.0	\$105,846	\$150,533	\$196,884	\$453,262
Tacoma Public Utilities	42.0	\$421,816	\$586,223	\$755,299	\$1,763,338
<b>Total</b>	<b>196.0</b>	<b>\$2,241,350</b>	<b>\$3,115,806</b>	<b>\$4,030,505</b>	<b>\$9,387,660</b>

**LONGEVITY PAY**

Employees in the following classifications will be eligible for longevity pay per Ordinance 20938 on January 1, 2026: Critical Areas Biologist; Critical Areas Biologist, Senior; Critical Areas Biologist, Principal; Planner, Associate; Planner, Senior; and Planner, Principal.

The following is the cost of longevity pay on the contracted wages for the employees currently in the affected classifications:

Fiscal Impact Area	FTE	2026 Incremental Expense	2027 Incremental Expense	2028 Incremental Expense	Total Incremental Expense
General Fund	1.5	\$16,800	\$19,000	\$26,100	\$61,900
All Other General Government	7.5	\$49,400	\$53,800	\$53,700	\$156,900
<b>Total</b>	<b>9.0</b>	<b>\$66,200</b>	<b>\$72,800</b>	<b>\$79,800</b>	<b>\$218,800</b>

**FUNDING**

The incremental increases are partially included in the Adopted 2025-2026 Budget and will be incorporated into the 2027-2028 Proposed Biennial Budget. Departments will be responsible for adhering to their overall level of appropriation.

Cc: Tammy Liddle Lobban, Financial Services Manager  
 Mayra Wheelock, Financial Services Manager  
 Dylan Carlson, Labor Relations Manager

Jen Watts, Labor Relations Analyst  
Karen Short, Senior Human Resources Consultant  
Vanessa Peterson, Senior Human Resources Consultant