



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

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%





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

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

