



**To:** Elizabeth Pauli, City Manager

**From:** Katie Johnston, Budget Officer

**Date:** February 27, 2024

**Subject:** Fiscal Impact - IBEW 483 Water Pollution Control Unit 2023-2025 CBA (TA)

**OVERVIEW**

The City of Tacoma and the IBEW 483 Water Pollution Control bargaining unit have reached a tentative agreement for a successor collective bargaining agreement (CBA) effective January 1, 2023, through December 31, 2025.

**WAGES**

**General Wage Increases**

**Effective and retroactive to January 1, 2023:** All classifications shall receive a general wage increase of two and a half percent (2.5%). This increase shall apply retroactively to all employees employed on or after January 1, 2023.

**Effective January 1, 2024:** All classifications shall receive a general wage increase of two- and three-quarter percent (2.75%).

**Effective January 1, 2025:** All classifications shall receive a general wage increase of two- and three-quarter percent (2.75%).

**Market-Based Increases**

In addition to the General Wage Adjustments described above, as indicated in the table below, effective January 1, 2023, January 1, 2024, and January 1, 2025, respectively, the bargaining unit classifications listed will receive the one-time adjustments indicated, to address market and compression factors:

<b>Market-Based Increases 2023-2025</b>			
<b>Classification</b>	<b>January 1, 2023</b>	<b>January 1, 2024</b>	<b>January 1, 2025</b>
Environmental Systems Tech	1.75%	2.50%	2.50%
Landfill Gas Systems Operator	1.75%	2.50%	2.50%
WWTP Electrician/Instrumentation Tech	3.00%	5.00%	2.75%
WWTP Operator	3.50%	4.00%	3.00%
WWTP Operator, Senior	4.00%	4.50%	2.50%

**Financial Impact of Wages**

The financial impact shown includes base wage increases retroactive to January 1, 2023, through December 31, 2026, and applicable market/compression adjustments as described above. Of note, the adjustments to the Biosolids Coordinator are not included in the below fiscal impact. The Biosolids Coordinator fiscal impact is addressed in the “Biosolids Coordinator” section.



Fiscal Area	FTE	2023 Incremental Cost	2024 Incremental Cost	2025 Incremental Cost	Total Cost
Environmental Services	48.0	\$284,900	\$657,400	\$970,200	\$1,912,500
<b>Total</b>	<b>48.0</b>	<b>\$284,900</b>	<b>\$657,400</b>	<b>\$970,200</b>	<b>\$1,912,500</b>

**OTHER ADJUSTMENTS**

**Biosolids Coordinator**

The City shall pay the testing fee for employees who take and complete the Master Gardener Certification and the Washington Organic Recycling Compost Certification, which are required certifications. Effective January 1, 2024, employees who do not have those Certifications at the time of hire, or promotion, must have them completed prior to advancing to Step 5. The Master Gardener Certification pay at two- and one-half percent (2.5%) and the Washington Organic Recycling Compost Certification pay at two- and one-half percent (2.5%) will no longer apply beginning 2025. Currently, only Biosolids Coordinators receive this pay.

In acknowledgement of, 1) making the Certifications into the Biosolids Coordinator’s base rate of pay; 2) incorporating certification pay from the Certifications into the Biosolids Coordinator’s base rate of pay; and 3) eliminating certification pay described in Section 14.1.C; the City will provide additional increases to the Biosolids Coordinator rate of pay as described below.

The compensation changes for incumbent Biosolids Coordinators are summarized below:

<b>Biosolids Coordinator 2023-2025 Compensation Change Summary</b>			
	<b>January 1, 2023</b>	<b>January 1, 2024</b>	<b>January 1, 2025</b>
General Wage Increase	2.50%	2.75%	2.75%
Additional Increase	1.75%	2.50%	2.50%
Certifications (5.0%)	Active – Paid	Eliminated	Eliminated
Base Pay Increase (5.0%)	None	One-time 5.0% Increase	None

The financial impact shown includes the General Wage Increase, additional increases and base pay increases, and the certification pay reduction retroactive to January 1, 2023, through December 31, 2026. Due to the base pay increase which will replace the certification pay rate and will match the previously combined amount that included the certification pay rate and the base pay rate, the change will have a net neutral fiscal impact.



Department/Fund	FTE	2023 Incremental Cost	2024 Incremental Cost	2025 Incremental Cost	Total Cost
Biosolids Coordinator	2	\$10,200	\$22,900	\$36,800	\$69,800
<b>Total Cost</b>	<b>2</b>	<b>\$10,200</b>	<b>\$22,900</b>	<b>\$36,800</b>	<b>\$69,800</b>

**Holidays**

A. Employees working overtime on the actual hours of Thanksgiving Day or December 25<sup>th</sup> shall be compensated at two (2) times the regular rate, instead of time and one-half, in addition to receiving holiday pay if the day is also a City recognized holiday.

The financial impact shown shows an average number of employees assigned to work on either Thanksgiving Day or December 25<sup>th</sup>.

Fiscal Area	FTE	2024 Incremental Expense	2025 Incremental Expense	Total Cost
Environmental Services	19	\$4,300	\$4,500	\$8,800
<b>Total Cost</b>	<b>19</b>	<b>\$4,300</b>	<b>\$4,500</b>	<b>\$8,800</b>

B. As an exception to (A) above, for WWTP Operators and WWTP Operator, Seniors, working 12-hour operational shifts as described in Article 13.0 of the Agreement, and scheduled to work any of the following five (5) holidays, the holiday premium pay will be paid for the following dates and not the City recognized holiday:

New Year’s Day – January 1<sup>st</sup> of each year

Juneteenth – June 19<sup>th</sup> of each year

Independence Day – July 4<sup>th</sup> of each year

Veteran’s Day – November 11<sup>th</sup> of each year

Christmas Day – December 25<sup>th</sup> of each year

***This change only affects the date on which employees are paid and has no fiscal impact.***

**Standby**

Standby pay shall be compensated at the standby rate prescribed by the Joint Labor Agreement. The Joint Labor Committee Standby Pay Letter of Agreement is scheduled for City Council review on March 26, 2024, and April 2, 2024. The rates are as follow:

**Effective and retroactive to January 1, 2024:** The Standby rate shall increase to \$3.75 per hour.



Effective January 1, 2025: The Standby rate shall increase to \$4.50 per hour.

The standby rates in 2023, 2024, and 2025 are \$3.00, \$3.75, and \$4.50, respectively, resulting in the following incremental costs:

Fiscal Area	FTE	2024 Incremental Expense	2025 Incremental Expense	Total Cost
Environmental Services	14	\$16,000	\$33,000	\$49,000
<b>Total Cost</b>	<b>14</b>	<b>\$16,000</b>	<b>\$33,000</b>	<b>\$49,000</b>

**Higher Certification Incentive-Treatment Plant Operator**

Any Treatment Plant Operator or Senior Treatment Plant Operator who receives the Wastewater Treatment Plant Operator 2 Certification shall receive a two percent (2%) certification pay. Wastewater Treatment Plant Operator 3 and 4 currently receive a six percent (6%) and seven percent (7%) certification pay.

*The financial impact assumes that all potential members who are eligible for the two percent (2%) certification pay will receive the pay. However, it is not likely that all members will receive this certification pay.*

Fiscal Area	FTE	2024 Incremental Expense	2025 Incremental Expense	Total Cost
Environmental Services	14	\$30,400	\$32,300	\$62,700
<b>Total Cost</b>	<b>14</b>	<b>\$30,000</b>	<b>\$32,300</b>	<b>\$62,700</b>

**Wastewater Operator In Training - LOU**

Selected Operator-in-Training candidates will be subject to a two-year probation period, during which regular evaluations and feedback will be provided. Candidates must pass the Wastewater Treatment Plant Operator tests, as experience builds and is credited toward meeting minimum experience requirements for Wastewater Treatment Plant Operator 1 Group 1 within 24 months.

Candidates selected for this opportunity will be placed in the Wastewater Treatment Plant Operator-in-Training classification and paid at the following rates:

- Step 1 85% of WWTP Operator Step 1 at time of appointment
- Step 2 90% of WWTP Operator Step 1 after passing the OIT examination
- Step 3 95% of WWTP Operator Step 1 (New) after obtaining WWTP Group 1 License
- (New) Step 4 100% of WWTP Operator Step 1 after twenty-four (24) months in classification and Group 1 License

An Operator in Training may be upgraded to an Operator position in accordance with the provisions set forth in Section 10.4 of the agreement.



***This addition is largely dependent on the discretion of the departmental supervisors and the progression of the employee. Ultimately, the departments will be responsible for adhering to their overall level of appropriation.***

The cost of the negotiated wage increase is partially budgeted in the Adopted 2023-2024 Budget and will be included in the 2025-2026 proposed biennial budget. Departments will be responsible for adhering to their overall level of appropriation.

CC: Dylan Carlson, Labor Relations Division Manager  
Karen Short, Senior Human Resources Consultant  
Jen Watts, Labor Relations Analyst  
Reid Bennion, Financial Services Manager  
Brian Schwall, Financial Services Analyst  
Mayra Wheelock, Financial Services Analyst