



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

To: Katie Johnston, Budget Officer
 From: Alex Yoon, Deputy Director of Administration, Management Services *ay*
 Date: July 11, 2024
 Subject: Fiscal Impact of Local 483 Supervisors LOA Accretion of the Hydro Parks Supervisor

Background:

The City of Tacoma and the Local 483 Supervisors bargaining unit have reached a tentative agreement for a letter of agreement related to the accretion of the Hydro Parks Supervisor classification.

It is hereby agreed that these classifications are recognized and incorporated into and covered by the terms and conditions of the IBEW Local 483 Supervisor’s Unit collective bargaining agreement (CBA). Further, the parties agree to the following:

Note: A “Christie Agreement” was executed June 10, 2024 which is the effective date of several items listed below, per the Letter of Agreement.

Wage Increases:

Effective retroactive to June 10, 2024, the classifications of Hydro Park Supervisor and Hydro Parks Supervisor, Assistant will receive a two and three quarters percent (2.75%) General Wage Increase.

The resulting 2024 wage table will be as follows:

| Code | Classification | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|-------|-----------------------------------|--------|--------|--------|--------|--------|
| P0920 | Hydro Parks Supervisor | 52.92 | 55.56 | 58.33 | 61.25 | 64.31 |
| N0080 | Hydro Parks Supervisor, Assistant | 42.59 | 44.72 | 46.96 | 49.31 | 51.78 |

Effective January 1, 2025 or upon City Council approval (whichever occurs later), Hydro Parks Supervisors and Hydro Parks Supervisor, Assistants will receive a two and three quarters percent (2.75%) General Wage Increase.

One-time Lump Sum

Each Hydro Parks Supervisor and Hydro Parks Supervisor, Assistant employed on the date of City Council approval will receive a one-time lump sum payment of one thousand (\$1,000) dollars.

Salary Step Placement and Progression

Progression through salary steps for employees in these classifications will be consistent with Section 1.12.030 of the Tacoma Municipal Code.





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Longevity Pay

Effective retroactive to June 10, 2024, Hydro Parks Supervisors and Hydro Parks Supervisor, Assistants will be eligible for Longevity Pay.

NEW SECTION: Section 6.8 – Hydro Parks Supervisor & Hydro Parks Supervisor, Assistant:

- **Footwear Allowance (NEW Sect 6.8 (F))**

Upon completion of probation, each employee will receive an annual allowance of three hundred dollars (\$300) to be paid during a paycheck in January.

- **Raingear Reimbursement (NEW Sect 6.8 (G))**

Each permanent employee shall be reimbursed up to two hundred and seventy-five dollars (\$275) for the purchase of rain gear after receiving proper approval from the Power Utility Senior Manager if appropriate rain gear is not already provided.

- **Application of Rate (NEW Section 6.8 (K))**

Certifications – For employees required to maintain a Wastewater Treatment Plant Certification, the city shall pay for the total cost of tuition and testing for employees who take and complete the certification. Employees who receive the certification will receive a two-and-one-half percent (2.5%) application of rate.

Fiscal Impact:

| Incremental Impact of Wage Increases | | | |
|--------------------------------------|--------------|---------------|---------------|
| Department | Budgeted FTE | 2024 | 2025 |
| Tacoma Public Utilities | | | |
| 4700 Power | | | |
| Hydro Parks Supervisor | 4.00 | 59,785 | 59,104 |
| Hydro Parks Supervisor Assistant | 4.00 | 32,912 | 37,573 |
| 4700 Power Total | 8.00 | 92,698 | 96,677 |

The impact of the 2024 adjustment is unbudgeted.

Concur:

Jackie Flowers
 Jackie Flowers, Director of Utilities, CEO

