



To: Elizabeth Pauli, City Manager
From: Katie Johnston, Budget Officer
Date: July 17, 2024
Subject: Fiscal Impact - Local 483 Supervisors LOA Biosolids Supervisors Mid-Term Wage Adjustment

Overview

The City of Tacoma and the Local 483 Supervisors bargaining unit reached a tentative agreement for a letter of agreement.

Background

In late 2022, the Parties finalized a collective bargaining agreement (“Supervisors CBA”), effective January 1, 2022, to December 31, 2025. During the bargaining process, the Parties determined that there were limited external marked comparators for the Biosolids Supervisor (CSC 5097) classification. The Parties saw value in avoiding future salary compression between the Biosolids Supervisor and the classifications they supervised.

To avoid salary compression during the term of the Supervisors CBA, the Parties agreed to establish a ten percent (10%) differential between the Biosolids Supervisor and Biosolids Coordinator (CSC 5100) in 2022, and maintain that differential during the remaining term of the Supervisors CBA. For 2023, 2024, and 2025, the top step rate of pay for the Biosolids Supervisor would be not less than ten percent (10%) above the top step rate for the Biosolids Coordinator.

During collective bargaining in 2023 between the City and IBEW, Local 483 – Water Pollution Control Unit (“483 WPC”), the City and 483 WPC agreed to a new collective bargaining agreement (“WPC CBA”), effective January 1, 2023, to December 31, 2025. In the WPC CBA, the City and 483 WPC agreed to changes impacting two (2) voluntary certifications available to the Biosolids Coordinators – the Master Gardener Certification and the Washington Organic Recycling Compost Certification (together, “the Certifications”). Together, those voluntary Certifications were recognized by two (2) Application of Rates (“AORs”) totaling five percent (5%) of the Biosolids Coordinator rate of pay.

The City and 483 WPC agreed to make the voluntary Certifications “required” for the Biosolids Coordinator. There are currently two (2) incumbents in the Biosolids Coordinator classification, and both have the Certifications. Effective January 1, 2024, the two Certification AORs, totaling five percent (5%), were eliminated, and the base pay for the Biosolids Coordinator was increased by five percent (5%). There was no net increase in total hourly compensation paid to the incumbents resulting from this change.

In order to maintain the ten percent (10%) differential between the Biosolids Supervisor classification and the Biosolids Coordinator classification, the Parties agree to the terms below.



Agreement

Effective January 1, 2024, the Certifications will become required qualifications for the incumbent Biosolids Supervisor, and future employees hired or promoted into the Biosolids Supervisor classification. The incumbent Biosolids Supervisor will continue to maintain those Certifications.

The two (2) AORs associated with those Certifications will be eliminated, and the additional pay for the Certifications, totaling five percent (5%), will be added to the base pay for the Biosolids Supervisor. There is no net increase in total compensation paid to the incumbent resulting from this change.

Section 6.5.G of the Supervisor CBA will be modified as follows.

G. The City shall pay the testing fee for employees who take and complete the Master Gardener Certification and the Washington Organic Recycling Compost Certification.

In acknowledgement of; 1) making the Certifications required; 2) incorporating certification pay from the Certifications into the Biosolids Supervisor base rate of pay; and 3), eliminating additional certification pay described in Section 6.5.G; the City will provide additional increases to the Biosolids Supervisor rate of pay as described below.

Additional Increases 2023-2025			
Classification	January 1, 2023	January 1, 2024	January 1, 2025
Biosolids Supervisor	1.75%	2.50%	2.50%

The existing Biosolids Supervisor Classification Specification will be modified to include the Certifications as required. If future Biosolids Supervisors do not have the Certifications at their date of hire, or promotion, they must have them completed prior to advancing to Step 5.

The compensation changes for Incumbent Biosolids Supervisor are summarized below:

Biosolids Supervisor 2023-2025 Compensation Change Summary			
	January 1, 2023	January 1, 2024	January 1, 2025
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

Financial Impact of Agreement

The financial impact shown includes the General Wage Increase, additional increases, base pay increases, and certification pay reductions retroactive to January 1, 2023, through December 31, 2025.



Fiscal Area	FTE	2023 Incremental Cost	2024 Incremental Cost	2025 Incremental Cost	Total Cost
Environmental Services	1.0	\$5,000	\$20,000	\$28,000	\$53,000
Total	1.0	\$5,000	\$20,000	\$28,000	\$53,000

After execution of this Agreement, the top step rate of pay for the Biosolids Supervisor will be at least ten percent (10%) above the top step rate of pay for the Biosolids Coordinator, as demonstrated in the table below.

Biosolids Supervisor Top Step Rate of Pay Differential – 2023-2025			
	January 1, 2023	January 1, 2024	January 1, 2025
Biosolids Supervisor	\$ 51.95	\$ 57.45	\$ 60.51
Biosolids Coordinator	\$ 47.15	\$ 52.14	\$ 54.91
Differential	10.19%	10.19%	10.19%

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.

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