



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

To: Katie Johnston, Budget Officer  
 From: Alex Yoon, Utilities Deputy Director, Management Services *ay*  
 Date: July 10, 2024  
 Subject: Fiscal Impact of SMART-TD Conductors Unit Wage Increases for 2021-2027

**Background:**

A tentative agreement has been reached between the City of Tacoma and the SMART–TD Conductor bargaining unit for a successor Collective Bargaining Agreement (CBA) effective July 1, 2021 to June 30, 2027. There are thirty-seven (37) employees covered by this agreement.

**Wage Increases:**

Effective July 1, 2021 (or upon City Council ratification, whichever is later) the journey level Conductor hourly base wage will increase by the amounts referenced in the table below:

Year	Current	July 1, 2021	July 1, 2022	July 1, 2023	July 1, 2024	July 1, 2025	July 1, 2026
%Increase		103%	103%	103%	105%	103%	102%
Hourly Rate	\$ 38.14	\$ 39.28	\$ 40.46	\$ 41.68	\$ 43.76	\$ 45.07	\$ 45.97

\*Step 1 Student Conductor rate of pay is equal to 75% of the journey rate of pay (Step 2, shown above).

These wage increases **do** include retroactivity.

**Wellness Program / One-Time Lump Sum Payment (Article 4, Section 2)**

Elimination of the historic “Wellness” program which rewarded employees for non-use of sick leave. The Carrier will pay each Conductor a one-time lump sum payment equal to a basic day’s wages for each Wellness Day earned by that individual employee in the 12 months preceding the date of union’s ratification of this agreement (June 20,2024).

In recognition of concessions made during the negotiation of this Agreement, each Conductor employed on the date of City Council ratification of this agreement will receive a one-time lump sum payment of \$1,000.

**Medical Insurance Premiums (Article 3, Section 3.3)**

Effective the first full month following Council ratification, employee medical insurance Premium share will mirror that of other City employees - currently \$50/month for individuals; \$100/month for full family. (Under the status quo, Conductors are grandfathered at \$40/month for individuals; \$80/month for full family.)





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**PTO Cash Out – Rules Change (Article 3, Section 3.4.B.5)**

Effective January 1, 2025, (or as soon as administratively practicable thereafter) annual voluntary PTO cash out rules will change: An employee may, in January of each year, submit a commitment to cash out up to 100 hours of available accrued PTO in February of the following year. PTO will be cashed out at 100% of the hourly rate for the employee’s classification at the time the cash out payment occurs. (Previously, cash outs were only paid at 90%.)

**VEBA (Article 3, Section 3.4.D.3)**

Beginning January 1, 2025, (or as soon as administratively practicable thereafter) upon separation from the City service due to retirement or death, PTO cash out will be divided 50/50 between taxable wages and tax-free individual Voluntary Employee Benefit Association (“VEBA”) Health Reimbursement Arrangement plan. The union may vote to opt in/out of this program no more than once per year.

**Longevity Pay (Eligibility Change)**

New employees hired after City Council approval of this Agreement shall not be eligible or participate in the longevity program.

Current conductors will continue to participate in and progress through the longevity pay program (Article 4.5) in accordance with the current percentage factors for continuous years of employment.

**Fiscal Impact:**

Incremental Impact of Wage Increases							
Department/Fund	Budgeted FTE	Jul 2021 to Jun 2022	Jul 2022 to Jun 2023	Jul 2023 to Jun 2024	Jul 2024 to Jun 2025	Jul 2025 to Jun 2026	Jul 2026 to Jun 2027
4500 Tacoma Rail	37.00	108,388	110,797	114,549	237,722	85,321	85,394

The total estimated retroactive pay of wage increases is \$484k, to be paid in 2024.

Concur:

*Jackie Flowers*

Jackie Flowers, Director of Utilities, CEO





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**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

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**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
<b>Total</b>	<b>1.0</b>	<b>\$5,000</b>	<b>\$20,000</b>	<b>\$28,000</b>	<b>\$53,000</b>

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.

- CC: Dylan Carlson, Labor Relations Division Manager  
 Mark Johnson, Labor Negotiator  
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 Reid Bennion, Financial Services Manager  
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 Mayra Wheelock, Financial Services Analyst





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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
<b>Tacoma Public Utilities</b>			
4700 Power			
Hydro Parks Supervisor	4.00	59,785	59,104
Hydro Parks Supervisor Assistant	4.00	32,912	37,573
<b>4700 Power Total</b>	<b>8.00</b>	<b>92,698</b>	<b>96,677</b>

The impact of the 2024 adjustment is unbudgeted.

Concur:

*Jackie Flowers*  
 Jackie Flowers, Director of Utilities, CEO







**To:** Elizabeth Pauli, City Manager

**From:** Katie Johnston, Budget Officer

**Date:** July 22, 2024

**Subject:** **Fiscal Impact – Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit**

**Overview**

The City of Tacoma and International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit bargaining unit have reached a tentative agreement for a Letter of Agreement (LOA) regarding a new classification to be titled Water Electrical and Controls Field Supervisor.

The Parties agree that employees in the newly created classification of “Water Electrical and Controls Field Supervisor” (CSC 5278) will be represented by Local 483, Supervisors’ Unit for the purposes of collective bargaining.

Effective following City Council approval, the Water Electrical and Controls Field Supervisor classification will have five salary steps. The rates of pay for calendar year 2024 are listed below, and rates of pay for subsequent years will be set pursuant to the terms of the Parties’ 2022 - 2025 Collective Bargaining Agreement (CBA).

Code	A	Job Title	1	2	3	4	5
5278		Water Electrical and Controls Field Supervisor	53.06	55.71	58.49	61.42	64.49

If, during the term of the IBEW Local 483 Supervisors’ unit 2022-2025 CBA, the top step hourly rate of the Water Electrical and Controls Field Supervisor is less than 10% above the top step of the Electrician, Lead classification (CSC 5237) or the Engineering Instrumentation Technician, Senior classification (CSC 2020), then either party to this LOA may re-open negotiations for the sole purpose of negotiating hourly rates of pay for the Water Electrical and Controls Field Supervisor.

The new classification will be part of the Classified Service, overtime category “A”, and FLSA non-exempt.

**Allowances**

The employees assigned to the classification of “Water Electrical and Controls Field Supervisor” are entitled to:

- Receive a meal allowance when the employee works non-scheduled overtime of more than two (2) hours before or beyond their regular shift and at four (4) hour intervals thereafter shall be eligible for meal allowance at the rate prescribed by Section 6.16 of the Tacoma Joint Labor Agreement.
- Receive a \$300 annual footwear allowance for the purchase of approved substantial safety footwear for use on the job after passing probation. This allowance shall be paid in the first pay period of each year.

**Fiscal Impact**

The creation of the classification does not have a fiscal impact; however, the fiscal impact will occur when the department hires an employee into the position and at minimum, will include the salary and benefits plus allowances. The department will be responsible for adhering to their overall level of appropriation.



CC: Dylan Carlson, Labor Relations Manager  
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