



RESOLUTION NO. U-11465

1 A RESOLUTION relating to employment, authorizing a letter of agreement
2 between the City and International Brotherhood of Electrical Workers,
3 Local 483, Supervisors' Unit.

4 WHEREAS the International Brotherhood of Electrical Workers Local
5 483, Supervisors' Unit ("IBEW"), have proposed a Letter of Agreement ("LOA")
6 regarding the classifications of Hydro Parks Supervisor and Assistant Hydro
7 Parks Supervisor, and

8 WHEREAS this LOA covers approximately 8 budgeted, full-time
9 equivalent positions located within Tacoma Public Utilities, and

10 WHEREAS employees in the classifications of Hydro Parks Supervisor
11 and Assistant Hydro Parks Supervisor selected IBEW, Local 483 as their
12 exclusive bargaining representative for purpose of collective bargaining, and

13 WHEREAS this was certified by the Public Employment Relations
14 Commission ("PERC") on June 9, 2023, and

15 WHEREAS the classifications will be amended to be part of the classified
16 service and will be designated as overtime category "D", and will not be eligible
17 for overtime or compensatory time off, and

18 WHEREAS the agreement provides for the classifications to be
19 recognized and incorporated into and covered by terms of the IBEW, Local 483,
20 Supervisors' Unit, and

21 WHEREAS in addition, effective retroactive to the execution of a
22 "Christie Agreement" on June 10, 2024, the classifications will receive a general
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wage increase of 2.75 percent, and the wage scale will be reduced from 9 to 5 steps, and

WHEREAS initial placement of employees in the revised 5 step range will be based on employee tenure in the position, and

WHEREAS each Hydro Parks Supervisor and Assistant Hydro Parks Supervisor employed on the date of the City Council's approval will receive a one-time, lump sum payment of \$1,000, and employees will be eligible to receive longevity pay, and

WHEREAS it is in the best interests of the City that the LOA negotiated by the Union and the City be approved; Now, therefore,

BE IT RESOLVED BY THE PUBLIC UTILITY BOARD OF THE CITY OF TACOMA:

That the Letter of Agreement between the City and the IBEW is approved, all actions taken in the approval and execution of the Agreement are ratified and confirmed, and the City Council is requested to concur in the approval and authorize the proper officers of the City to execute the Letter of Agreement substantially in the form on file with the Clerk of the Board and as approved by the City Attorney's Office.

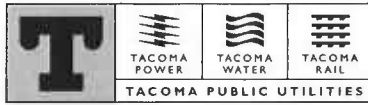
Approved as to form:

/s/
Chief Deputy City Attorney

Clerk

Chair

Secretary
Adopted _____



Board Action Memorandum

TO: Jackie Flowers, Director of Utilities

COPY: Charleen Jacobs, Utilities Director and Board Offices

FROM: Karen Short, Senior Human Resources Consultant
Dylan Carlson, Labor Relations Division Manager
Chris Bacha, City Attorney

MEETING DATE: July 24, 2024

DATE: July 12, 2024

SUMMARY:

A resolution recommending approval of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit regarding the classifications of Hydro Parks Supervisor and Assistant Hydro Parks Supervisor.

BACKGROUND:

The resolution recommends approval of a Letter of Agreement (LOA) as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors' Unit. The letter covers approximately 8 budgeted, full-time equivalent positions located within Tacoma Public Utilities, and will be scheduled for consideration by the City Council as a resolution on August 6, 2024.

Employees in the classifications of Hydro Parks Supervisor and Assistant Hydro Parks Supervisor selected IBEW, Local 483 as their exclusive bargaining representative for purposes of collective bargaining. This was certified by the Public Employment Relations Commission (PERC) on June 9, 2023. The classifications will be amended to be part of the classified service and will be designated as overtime category "D", and will not be eligible for overtime or compensatory time off.

The agreement provides for the classifications to be recognized and incorporated into and covered by the terms of the IBEW, Local 483, Supervisors' Unit. In addition, effective retroactive to the execution of a "Christie Agreement" on June 10, 2024, the classifications will receive a general wage increase of 2.75 percent, and the wage scale will be reduced from 9 steps to 5 steps. Initial placement of employees in the revised 5 step range will be based on employee tenure in the position. Each Hydro Parks Supervisor and Assistant Hydro Parks Supervisor employed on the date of City Council approval will receive a one-time, lump sum payment of \$1,000; and employees will be eligible to receive longevity pay.

ATTACHMENTS:

Collective Bargaining Agreement
Fiscal Impact Memorandum

CONTACT:

Karen Short, Senior Human Resources Consultant, (253) 254-8506
Presenter: Dylan Carlson, Labor Relations Division Manager, (253) 591-5609



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.





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

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



LETTER OF AGREEMENT
by and between
IBEW, Local 483 Supervisors' Unit
And
The City of Tacoma

Accretion of the Hydro Parks Supervisor Classification Series

The City of Tacoma and International Brotherhood of Electrical Workers, Local 483 Supervisors' Unit (Union) hereby enter into this Letter of Agreement (LOA) which shall be attached to the collective bargaining agreement and incorporated as though fully set forth.

Employees in the classification of Hydro Parks Supervisor and Assistant Hydro Parks Supervisor selected IBEW Local 483 as their exclusive bargaining representative for purposes of collective bargaining. This was certified by the Public Employment Relations Commission (PERC) on June 9, 2023.

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:

ARTICLE 6 – WORK RULES

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

- A. These classifications shall be part of the Classified Service, consistent with Section 1.24.290 of the Tacoma Municipal Code.
- B. These classifications are salaried Class D employees under Section 1.12.080 of the Tacoma Municipal Code and are not eligible for overtime compensation or compensatory time off.
- C. **Shifts and Scheduled Work** – Employees in these classifications will be required to work a schedule that provides coverage at the parks from 6 a.m. to 10 p.m. during the prime recreation season. During the off-season, employees will be regularly scheduled to work shifts that begin and end between 7 a.m. and 5 p.m.

There will be one employee designated as the "rover" who will be required to provide coverage as needed at all parks during the off-season.

- D. **Standby Pay** – When required by the City, an employee in a standby capacity outside regular working hours shall receive standby pay per the rate prescribed in Section 6.17 of the Tacoma Joint Labor Agreement. Management will determine when an employee is in a standby status. When assigned to standby, employees shall receive a City-issued cell phone and must remain fit for duty. Following a call back to work, an employee assigned to standby must be able to return to their primary duty location within thirty (30) minutes if provided housing under Section 6.8(H), or within forty-five (45) minutes if housing is not provided.
- E. **Clothing** – Employees will be provided with logo wear consisting of a minimum of seven (7) shirts, two (2) sweatshirts, one (1) jacket, and three (3) hats.

- F. **Footwear** – Upon completion of probation, each employee will receive an annual allowance of three hundred dollars (\$300) to be paid during a paycheck in January. Appropriate footwear purchased by employees must meet the criteria set forth by the City Safety Officer and the requirements of an employee's assigned duties as determined by management. The City will continue to provide Personal Protective Equipment as required by applicable safety codes.
- G. **Rain Gear** – 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. All rain gear must be of a pre-approved high visibility color and will have the Tacoma Parks logo printed on the front and back. The costs for the logo application will be borne by the City. Upon separation or replacement of rain gear, the rain gear will be returned to the Senior Manager.
- H. **Housing** – The city will provide housing for employees at specified/designated locations identified by the City and per TMC 1.12.130.
- I. **Personal Time Off (PTO)** – Employees will earn PTO per Section 1.12.248 of the TMC. Unless otherwise agreed by management:
1. Between May 15th and September 15th each employee will be allowed to take up to five (5) PTO days, which may coincide with their days off.
 2. Only one employee per park may be allowed PTO at a time.
 3. Additional leave may be approved at the discretion of management, or as required by applicable protected leave policies.
- J. **Holidays - Time Off in Lieu of Holidays**
1. Employees may be granted days off in lieu of holidays. Holidays or time off in lieu of holidays shall be scheduled to meet the operating requirements of the park and, as far as practicable, the employees' preferences.
 2. In the event an employee schedules time off in lieu of holidays for the end of the year and is unable to use the holidays due to continuous illness or disability, the City may approve the holidays to be carried over for use in the following year, with a written request submitted to the Human Resources Department before the end of the calendar year in which the holidays could not be used.
 3. To meet the necessary scheduling of personnel, the City may permit employees to take time off in lieu of holidays in advance of the occurrence of the holiday, provided that upon termination of the member who has been paid in advance for a holiday or holidays, such payments shall be deducted from any wages or PTO accrual payments to which the member would otherwise be entitled; or, in the event that there are no such payments due, the member shall repay the City such unearned advance holiday payments.
 4. Upon separation from the City service employees shall be compensated for any unused holidays or days off in lieu thereof to which they are entitled as outlined in this section.

- 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.
- L. **Labor Management Committee** – In the interest of ongoing collaboration toward a safe and positive work environment, the parties agree to convene regular and ongoing Labor Management Committee (LMC) meetings to discuss topics of shared interest, including but not limited to: technology, housing policy, and “rover” position.

APPENDIX A

NEW SECTION: Hydro Park Supervisors and Hydro Park Supervisor, Assistants:

Effective retroactive to the execution of a “Christie Agreement” or upon City Council approval (whichever occurs earlier), 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	A	Classification	Step 1	Step 2	Step 3	Step 4	Step 5
20850		Hydro Parks Supervisor	52.92	55.56	58.33	61.25	64.31
20860		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.

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.

Progression through salary steps for employees in these classifications will be consistent with Section 1.12.030 of the Tacoma Municipal Code. Effective retroactive to the execution of a “Christie Agreement” or upon City Council approval (whichever occurs earlier) salary step placement for incumbent employees will be as provided for by Exhibit A to this document.

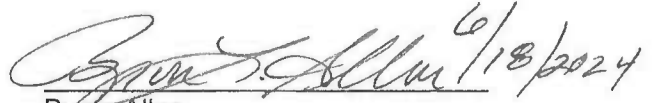
Effective retroactive to the execution of a “Christie Agreement” or upon City Council approval (whichever occurs earlier), Hydro Parks Supervisors and Hydro Parks Supervisor, Assistants will be eligible for Longevity Pay.

EXECUTED THIS _____ DAY OF _____, 2024.

City of Tacoma

Local 483, International Brotherhood
of Electrical Workers, Supervisors'
Unit

Elizabeth Pauli
City Manager



Byron Allen
Business Manager

Jackie Flowers
Director of Public Utilities

Chris Robinson
Tacoma Power Superintendent

Shelby Fritz
Human Resources Director

Dylan Carlson
Labor Relations Division Manager

Approved as to form:

Deputy City Attorney

Exhibit A to Letter of Agreement - Accretion of the Hydro Parks Supervisor Classification Series

Last name	First name	Position	Current Step	Hire Date Current Class	Next Step Elig Date	Years in Class	Proposed New Step 2024	Next Step Eligible
Lofton	Gary	Hydro Parks Sup	2	2/5/2018	8/5/2018	6.3	New Step 5	NA
Petrino	Michael	Hydro Parks Sup	3	11/25/2019	5/25/2020	4.5	New Step 4	5/25/2025
Sarber	Krisandra	Hydro Parks Sup	2	1/6/2020	7/6/2020	4.4	New Step 4	7/6/2025
Martin	Benjamin	Hydro Parks Sup	1	4/8/2024	4/8/2025	0.2	New Step 1	4/8/2025
Valadez	Conner	Hydro Parks Sup, Asst	4	4/2/2018	10/2/2018	6.2	New Step 5	NA
Meade	Colin	Hydro Parks Sup, Asst	3	9/14/2020	3/14/2021	3.7	New Step 4	3/14/2025
Anderson	Baily	Hydro Parks Sup, Asst	2	1/17/2023	1/17/2024	1.4	New Step 2	1/17/2025
Fisher	Skyla	Hydro Parks Sup, Asst	4	5/20/2024	5/20/2025	2.8	New Step 2	5/20/2025