



APPROVED 8/14/24

MINUTES  
City of Tacoma  
Public Utility Board Meeting  
July 24, 2024  
6:30 p.m.

Chair O'Loughlin called the Public Utility Board meeting to order at 6:30 p.m.

**Present:** Anita Gallagher; William Bridges; John O'Loughlin; Elly Claus-McGahan  
**Excused:** Carlos Watson

**Minutes of the Previous Meetings**

Mr. Bridges moved that the minutes of the previous meetings be adopted; seconded by Ms. Claus-McGahan. Voice vote was taken and carried. The minutes were declared adopted.

**Comments by the Public**

There were no comments by the public.

**Regular Agenda**

- D-1 Resolution U-11463 - A resolution to award certain contracts and approve certain purchases:
1. Increase and extend contract to Burgess Design, Inc., for engineering services during construction at the Headworks Operations building at Tacoma Water's Green River Filtration Facility (\$200,000, plus applicable taxes. Cumulative total \$590,000, plus applicable taxes) [Carol Powers, Principal Engineer];
  2. Award five-year contract to Alliant Insurance Services, Inc., for insurance brokerage services (\$717,500, plus applicable taxes) [Luis Fragoso, Risk Manager].

Mr. Bridges moved to adopt the resolution; seconded by Ms. Claus-McGahan.

Voice vote taken and carried. The resolution was adopted.

- D-2 Resolution U-11464 – Authorize execution of a letter of agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit regarding a new classification to be titled Water Electrical and Controls Field Supervisor

Mr. Bridges moved to adopt the resolution; seconded by Ms. Claus-McGahan.

Dylan Carlson, Labor Relations Division Manager, summarized the resolution. The International Brotherhood of Electrical Workers Local 483, Supervisors' Unit (IBEW), have proposed a Letter of Agreement (LOA) regarding a new classification to be titled Water Electrical and Controls Field Supervisor. This position will be part of the classified service, hourly, overtime eligible, and represented and covered by the terms of the IBEW, Local 483, Supervisors' Unit collective bargaining agreement.

In response to a Board inquiry, Mr. Carlson explained that the water electrical controls supervisor is the first line primary supervisor over electricians and instrumentation technicians.

Voice vote taken and carried. The resolution was adopted.

D-3 Resolution U-11465 – Authorize execution 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

Mr. Bridges moved to adopt the resolution; seconded by Ms. Claus-McGahan.

Dylan Carlson, Labor Relations Division Manager, summarized the resolution. The International Brotherhood of Electrical Workers Local 483, Supervisors' Unit (IBEW), have proposed a Letter of Agreement (LOA) regarding the classifications of Hydro Parks Supervisor and Assistant Hydro Parks Supervisor. This LOA covers approximately 8 budgeted, full-time equivalent positions located within TPU and employees in the classifications of Hydro Parks Supervisor and Assistant Hydro Parks Supervisor selected IBEW, Local 483 as their exclusive bargaining representative for purpose 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 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 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 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.

In response to a Board inquiry, Mr. Carlson explained that these employees were previously non-represented, but now have representation. The hydro parks supervisor manages day-to-day operations at Cowlitz and Nisqually hydro projects. They oversee campgrounds and boat launches and enforce campground policies and supervise employees.

Voice vote taken and carried. The resolution was adopted.

D-4 Resolution U-11466 – Authorize execution of a collective bargaining agreement as negotiated with the Sheet Metal, Air, Rail, and Transportation – Transportation Division (SMART – TD), Conductors’ Unit, effective July 1, 2021, through June 30, 2027

Mr. Bridges moved to adopt the resolution; seconded by Ms. Claus-McGahan.

Dylan Carlson, Labor Relations Division Manager, summarized the resolution. The City and the Sheet Metal, Air, Rail, and Transportation – Transportation Division (SMART – TD) Conductors’ Unit, have negotiated a Collective Bargaining Agreement (CBA) and the CBA covers approximately 37 budgeted, full-time equivalent positions located within Tacoma Rail. The journey level conductor hourly base range will increase on July 1, 2021, through 2026 (3 percent, 3 percent, 3 percent, 5 percent, 3 percent, 2 percent, respectively) and increases will be applied retroactively for conductors employed at Tacoma Rail as of the date of City Council ratification of the agreement. Effective the first month following ratification of the agreement, the employee medical insurance premium share will be changed to mirror that of other city employees per the terms of the Tacoma Joint Labor Agreement, currently \$50 per month for employee only coverage and \$100 per month for employee plus family coverage; and in recognition of concessions made during negotiations, each conductor employed on the date of City Council ratification, will receive a one-time, lump sum payment of \$1,000. The agreement also includes the elimination of eligibility to receive longevity pay for future employees hired into the Unit; the elimination of the historic “wellness” program which rewarded employees for the non-use of sick leave; a change in the processing of annual personal time off (PTO) cash-out requests to be consistent with TMC 1.12.248.B.5(e); edits made to provisions related to union dues necessary to comply with the *Janus* court decision; and the provision that unused accruals of PTO upon retirement or death will be contributed to a Voluntary Employee Beneficiary Association (VEBA) Health Reimbursement Arrangement plan (the Union may vote to opt in or out of the VEBA program no more than once a year). Other changes to the agreement included the preservation of “daily mark” for scheduling of work shifts; changes to overtime order of call, and preserving use of double time list prior to the use of single-conductor crews; changes to the use of single-conductor crews; elimination of outdated remote reporting rules; clarification that sick pay, unplanned PTO, and critical stress pay are not considered service performed when calculating overtime eligibility; updates and improvements to the article on PTO to provide greater opportunities for the use of PTO; adjustments to streamline the dispute resolution process and timeline.

Voice vote taken and carried. The resolution was adopted.

#### **D. Reports of the Director**

- Tacoma Power Integrated Resource Plan.

Rachel Clark, Resource, Planning, and Analytics Manager, provided a summary overview of Power’s Integrated Resource Plan (IRP) process that was detailed at the Board meeting of July 10, 2024. The draft action plan for the next four and ten years for supply-side resources, collaboration with customers, and other important actions were detailed. Staff will request formal Board consideration of the IRP at its meeting of August 14. The IRP needs to be submitted to the Department of Commerce by September 2.

The create clean energy implementation plan is a post-IRP action that needs to be completed in 2025.

**E. Board Comments**

There were no final comments by the Board.

**F. Adjournment**

There being no further business or comments, the Public Utility Board meeting was adjourned at p.m. until Wednesday, August 14, 2024, for a study session at 3:00 p.m., followed by a regular meeting at 6:30 p.m.

Approved:



John O'Loughlin  
Chair



Elly Claus-McGahan  
Secretary