

*Serving our customers*

# Water Community Outreach

**TTEP Project Positions**

Public Utility Board Study Session – October 23, 2024

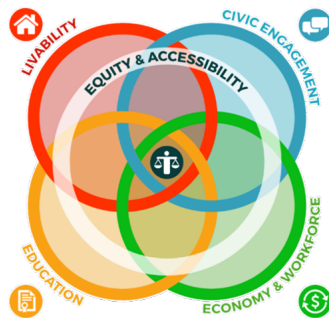
## Community Outreach Project Positions

- Request for new project resolution, continuation of current project through 2028
- Background & Purpose
- Partnership with Tacoma Training Employment Program
- History of Water's Project Positions
- Next Steps



# Background & Purpose

**GPI**  
Equity and  
Inclusion



- Advance **equity** and **diversity** in our workforce
- Directly supports Board **Guiding Principal #1 Diversity, Equity, Inclusion and Belonging.**

As well as, the goals of the City of Tacoma's **Equity & Accessibility and Economy & Workforce Key Focus Areas**, including:

- Workforce reflects the community it serves
- Purposeful community outreach and engagement
- Increase the number of Tacoma households that have livable wage jobs within proximity to the city.



## Since 1999

- 34 program participants
- 16 resulted in permanent placement

## Current project began in January 2021

- 3 full-time, project positions, Water Utility Worker classification
- Hired 7 project employees
- 4 permanent placement
- 2 currently in project positions



# Water Utility Worker

**47%**

of Tacoma Water's workforce started their career in the Water Utility Worker position



- **Foundation of our Workforce**
- **Wage starts at \$31.76 (\$66,060 Annually)**
- **Minimum qualifications: high school or GED, driver's license**
- **Extremely competitive candidate pool for permanent positions**

## TACOMA WATER TTEP PROJECT POSITION PROCESS

### 1 TTEP PROJECT HIRE

TTEP graduate into project of limited duration Water Utility Worker position

### 2 EVALUATE EVERY 6 MONTHS

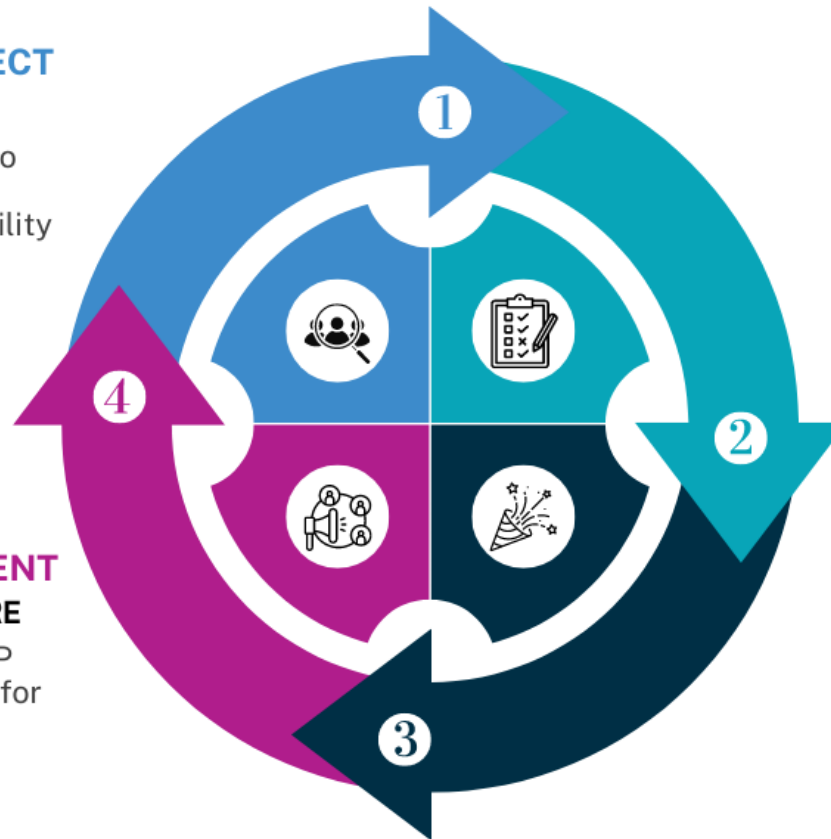
Evaluate and review progress

### 3 PERMANENT DIRECT HIRE

Offer them a permanent position when available

### 4 RECRUITMENT CONTINUE TO HIRE

Connect with TTEP program partners for new candidates



- **Gain real life career experience and earn a living wage**
- **Strengthen resume and prepare for a career in the trades**
- **Learn skills and knowledge to prepare for Civil Service Test**
- **For Top 10 ranking, can direct hire into Permanent Position**
- **Inside track for meaningful opportunities**



# Employee Spotlight



**Brad Gronlund**  
Hired:  
March 1999  
Permanent:  
June 2001



**James Southern**  
Hired:  
Jan 2004  
Permanent:  
Jan 2005



**Savanara Tith**  
Hired:  
Aug 2005  
Permanent:  
Jan 2007



**Daniel Broussard**  
Hired:  
Aug 2005  
Permanent:  
July 2006



**Gabe Hernandez**  
Hired:  
April 2006  
Permanent:  
Oct 2007



**Maurice Jackson**  
Hired:  
March 2008  
Permanent:  
March 2011



**Toby Holland**  
Hired:  
July 2017  
Permanent:  
July 2019



**D'Aaron Barksdale**  
Hired:  
June 2018  
Permanent:  
May 2021



**Kiyante James**  
Hired:  
Dec 2021  
Permanent:  
March 2023



**Gladyliza Untalan**  
Hired:  
March 2023  
Permanent:  
July 2023



**Justin Martin**  
Hired:  
March 2023  
Permanent:  
Feb 2024



**Sahji Johnson**  
Hired:  
March 2023  
Permanent:  
Feb 2024



**Isaiah Woolworth**  
Project Hired:  
March 2023



**Jet Reyes**  
Project Hired:  
March 2023



**Request for Resolution for 2025-2028 will  
be presented at the November 13<sup>th</sup> board  
meeting**