

**Board of Commissioners Regular Meeting Agenda**  
**March 10, 2025 - 4:00 p.m.**



**Physical Meeting Location:**  
**Pierce Transit Training Center**  
**3720 96<sup>th</sup> Street SW**  
**Lakewood, WA 98499**

**Virtual Meeting Participation Information:**

Dial: 1-253-215-8782 Meeting ID No. 89889710668

Webinar link: <https://us02web.zoom.us/j/89889710668>

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**Call to Order**

**Roll Call**

**Flag Salute and Land Acknowledgement**

**Presentations**

1. Honoring Jose (Joe) Vasquez for Operator of the Month for February

Tina Thomas  
Assistant Transportation Manager

**Public Comment**

*Citizens wishing to provide comment will be given up to three minutes to comment on transit-related matters regardless of whether it is an agenda item or not. The Chair, at his or her discretion, may reduce the comment time to allow sufficient time for the Board to conduct business.*

*To request to speak virtually during public comment, please press the Raise Hand button near the bottom of your Zoom window or press \*9 on your phone. If speaking in person, please sign in at the table at the back of the room. Your name or the last four digits of your phone number will be called out when it is your turn to speak. Written comments may also be emailed to [Djacobson@piercetransit.org](mailto:Djacobson@piercetransit.org).*

**Consent Agenda**

*(Items listed below were distributed to commissioners in advance for reading and study and are enacted with one motion. Item(s) may be moved to the Action Agenda at the request of a commissioner.)*

1. Approval of Vouchers: February 1-28, 2025
2. Approval of Minutes: February 10, 2025, regular board meeting

**Action Agenda**

1. FS 2025-011, Authorizing the Collective Bargaining Agreement (CBA) with the International Association of Machinists and Aerospace Workers, Local 297, for the Period of January 1, 2025, Through December 31, 2027
2. FS 2025-012, Appointing William Terrance, Day-Z Gould-Wong, and Brett Simon to the Community Transportation Advisory Group (CTAG)

Kendra Brokman  
Labor Negotiator

Rachel Holzhaeuser  
Community Development Adm.

### **Discussion**

1. Service Scenarios Identified in the Proposed Long Range Plan – Destination 2045

Chair Walker

### **Staff Updates**

1. CEO's Report
2. Update on Status of Pending Grants

Mike Griffus  
Chief Executive Officer

Tina Lee  
Planning Manager

### **Informational Items**

1. Chair Report
2. Sound Transit Update
3. Puget Sound Regional Council Transportation Policy Board Update
4. Committee Chair Reports
5. Commissioners' Comments

Chair Walker

Commissioner Mello

Commissioner Fagundes  
&  
Chair Walker

### **Executive Session – None Scheduled**

### **Adjournment**

### **Handouts: 2024 Q4 Public Safety Report**

Pierce Transit does not discriminate on the basis of disability in any of its programs, activities, or services. To request this information in an alternative format or to request a reasonable accommodation, please contact the Clerk's Office at 253.581.8066, before 4:00 p.m., no later than the Thursday preceding the Board meeting.



**Pierce  
Transit**

# **Operator of the Month February 2025**

# Joe Vasquez

February 2025

- Operator since 1991
- Excellent Customer Service
- Outstanding Safety Record
- Million Miler

*Meet one of Pierce Transit's finest drivers.*

**TRANSIT OPERATOR OF THE MONTH**

**Joe**



*February  
2025*



*"I take satisfaction in knowing I've done  
my job in a safe and timely manner."*



**PIERCE TRANSIT**  
**Board Payments Over \$50,000**  
**Payments From: Feb 1, 2025 to Feb 28, 2025**  
**Cash and Investment Balance: \$238,793,233.40**

Payment Numbers CK 00385134 through CK 00385330  
Wire Numbers EFT 00019277 through EFT 00019532  
Total \$7,060,528.68

Payments in Excess of \$50,000 are as follows:

<b>Operating Fund</b>				
	<b>Check</b>	<b>Item/Service</b>		<b>Amount</b>
CHK	00385191	WA ST DEPT OF LABOR & INDUSTRI	SELF INS REPORT Q424	80,607.29
CHK	00385256	US BANK NA	FUEL VP 01/02-02/01/25	64,500.78
CHK	00385261	UNIVERSAL PROTECTION SERVICE L	SEC 1ST TR 12/27/24-01/30/25	218,535.46
CHK	00385262	ATU LOCAL 758 CORP	EMPLOYEE DED PP4 2025	59,529.14
EFT	00019297	E-BUILDER INC	SW LICENSE EBUILD	128,879.80
EFT	00019298	FIVE9 INC	SUBSCRIPTION 2025	87,333.07
EFT	00019302	GILLIG LLC	MISC INVENTORY BUS PARTS	55,148.79
EFT	00019304	GOVERNMENTJOBS.COM INC	S/W SUB 03/24/25-03/23/26	151,533.96
EFT	00019329	PETROCARD INC	DIESEL USAGES	70,662.70
EFT	00019336	SOUND TRANSIT	CLAIMS JULY - DEC 2024	83,907.14
EFT	00019354	DOBBS HEAVY DUTY HOLDINGS LLC	MISC INVENTORY BUS PARTS	65,866.63
EFT	00019357	ICMA RETIREMENT	DEF COMP CEO PP3 2025	345,396.01
EFT	00019372	CUMMINS INC	MISC INVENTORY BUS PARTS	53,368.99
EFT	00019390	PETROCARD INC	DIESEL USAGES	58,837.23
EFT	00019412	UNITED ENERGY TRADING LLC	CNG SUPPLY 01/25	89,140.25
EFT	00019424	US BANK CORPORATE PAYMENT SYST	MISC BUSINESS EXPENSE	68,473.86
EFT	00019442	FIRST TRANSIT INC	ADA PARATRANSIT SVC 1/25	990,011.20
EFT	00019450	LAKEVIEW LIGHT & POWER CO	POWER 3701 #4 01/04-02/04/25	50,662.03
EFT	00019459	PETROCARD INC	DIESEL USAGES	134,416.30
EFT	00019479	VIA TRANSPORTATION INC	GIG HARBOR RUNNER 1/25	187,037.71
EFT	00019481	AWC EMPLOYEE BENEFIT TRUST	DENTAL PREM 2/25	1,530,041.15
EFT	00019482	ICMA RETIREMENT	DEF COMP CEO PP4 2025	309,535.24
EFT	00019489	BRIDGESTONE AMERICA	TIRE MILES 1/25	82,741.22
<b>Payments for Fund 1 Total</b>				<b>4,966,165.95</b>

<b>Self Insurance Fund</b>				
	<b>Check</b>	<b>Vendor</b>	<b>Item/Service</b>	<b>Amount</b>
CHK	00385191	WA ST DEPT OF LABOR & INDUSTRI	SELF INS REPORT Q424	17,668.10
<b>Payments for Fund 4 Total</b>				<b>17,668.10</b>

<b>Capital Fund</b>				
	<b>Check</b>	<b>Vendor</b>	<b>Item/Service</b>	<b>Amount</b>
EFT	00019286	CENTENNIAL CONTRACTORS ENTERPR	COATINGS HOIST 01/28/25	73,647.92
EFT	00019327	PARAMETRIX ENGINEERING	CONSSV SPAN PKG 11/30-12/31/2024	80,944.12
EFT	00019424	US BANK CORPORATE PAYMENT SYST	REGISTRATIONS FOR 2275 & 2273	127.21
EFT	00019470	TALAKAI CONSTRUCTION LLC	DEMO BUS SHELTER 01/25	243,975.36
EFT	00019505	HUITT-ZOLLARS INC	PROF SERVICES MOBI B1 12/24	56,525.92
<b>Payments for Fund 9 Total</b>				<b>455,220.53</b>
<b>Total Payments in Excess of \$50,000.00</b>				<b>5,439,054.58</b>

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**Pierce Transit**  
**Payment Certification for Feb 28, 2025**  
**Payments Feb 1, 2025 to Feb 28, 2025**

**Payment Numbers CK 00385134 through CK 00385330**  
**Wire Numbers EFT 00019277 through EFT 00019532**

Bank ID	Check Numbe	Check Date	Amount	Vendor Name
01	CHK 00385134	02/06/2025	333.33	AMPLIFIED WIRELESS SOLUTIONS I
01	CHK 00385135	02/06/2025	30.49	AT&T
01	CHK 00385136	02/06/2025	3,764.30	ATU LOCAL 758 CORP
01	CHK 00385137	02/06/2025	396.12	BISON CASH
01	CHK 00385138	02/06/2025	16.50	BLAKE YORK
01	CHK 00385139	02/06/2025	128.18	BUNCE RENTALS INC
01	CHK 00385140	02/06/2025	4,000.00	CITY OF FIFE
01	CHK 00385141	02/06/2025	1,000.00	CITY OF MILTON
01	CHK 00385142	02/06/2025	4,446.03	CITY OF TACOMA
01	CHK 00385143	02/06/2025	3,523.37	CITY OF TACOMA
01	CHK 00385144	02/06/2025	2,813.14	COLONIAL SUPPLEMENTAL LIFE
01	CHK 00385145	02/06/2025	265.32	COMCAST HOLDINGS CORPORATION
01	CHK 00385146	02/06/2025	173.36	COMCAST HOLDINGS CORPORATION
01	CHK 00385147	02/06/2025	8,700.31	COMCAST HOLDINGS CORPORATION
01	CHK 00385148	02/06/2025	741.34	COMMITTEE ON POLITICAL EDUCATI
01	CHK 00385149	02/06/2025	800.00	COMMUNITY TRANSPORTATION ASSOC
01	CHK 00385150	02/06/2025	407.48	CONSERVE
01	CHK 00385151	02/06/2025	2,389.26	CONVERGINT TECHNOLOGIES LLC
01	CHK 00385152	02/06/2025	3,750.00	SIMON AND COMPANY INC
01	CHK 00385153	02/06/2025	3,227.98	DM RECYCLING CO INC
01	CHK 00385154	02/06/2025	3,000.00	LOCAL DEVELOPMENT COUNCIL
01	CHK 00385155	02/06/2025	58.34	DS SERVICES OF AMERICA INC
01	CHK 00385156	02/06/2025	1,809.56	DYNAMIC COLLECTORS INC
01	CHK 00385157	02/06/2025	137.09	FRUITLAND MUTUAL WATER COMPANY
01	CHK 00385158	02/06/2025	1,658.85	GENES TOWING CORP
01	CHK 00385159	02/06/2025	2,200.00	GIG HARBOR CHAMBER OF COMMERCE
01	CHK 00385160	02/06/2025	2,349.26	GILCHRIST CHEVROLET BUICK GMC
01	CHK 00385161	02/06/2025	50.00	GOVERNMENT FINANCE OFFICERS AS
01	CHK 00385162	02/06/2025	1,500.00	GREENTRIKE
01	CHK 00385163	02/06/2025	9,107.74	HAROLD LEMAY ENTERPRISES
01	CHK 00385164	02/06/2025	965.50	IAM & AW
01	CHK 00385165	02/06/2025	220.00	INTERNAL REVENUE SERVICE
01	CHK 00385166	02/06/2025	201.00	JAMES GUERRERO ARCHITECT
01	CHK 00385167	02/06/2025	1,344.80	KELLEY CREATE CO
01	CHK 00385168	02/06/2025	19.00	KIMBERLY SCHULTZ
01	CHK 00385169	02/06/2025	79.00	LEGEND DATA SYSTEMS INC
01	CHK 00385170	02/06/2025	855.72	LEMAI MOBILE SHREDDING
01	CHK 00385171	02/06/2025	232.19	MCMMASTER-CARR SUPPLY
01	CHK 00385172	02/06/2025	685.39	MICHAEL G MALAIER
01	CHK 00385173	02/06/2025	16,000.00	NATIONAL CINEMEDIA LLC
01	CHK 00385174	02/06/2025	528.42	NELSON TRUCK EQUIPMENT CO INC
01	CHK 00385175	02/06/2025	419.50	NH DEPT OF H&HS
01	CHK 00385176	02/06/2025	2,791.36	NORTHWEST IAM BENEFIT TRUST
01	CHK 00385177	02/06/2025	261.68	O'REILLY AUTO ENTERPRISES LLC
01	CHK 00385178	02/06/2025	120.00	OLYMPIC SPORTS & SPINE PLLC
01	CHK 00385179	02/06/2025	2,670.80	PETER E DOVE
01	CHK 00385180	02/06/2025	10,256.40	PIERCE COUNTY
01	CHK 00385181	02/06/2025	75.00	POST LAKE LENDING INC
01	CHK 00385182	02/06/2025	10,444.02	PUGET SOUND ENERGY
01	CHK 00385183	02/06/2025	1,901.90	PURE FILTRATION PRODUCTS INC
01	CHK 00385184	02/06/2025	6,000.00	PUYALLUP/SUMNER CHAMBER OF COM
01	CHK 00385185	02/06/2025	26.86	RAINIER LIGHTING & ELECTRICAL
01	CHK 00385186	02/06/2025	8,802.41	REX V PEGG FABRICS INC
01	CHK 00385187	02/06/2025	533.99	SNAP-ON INDUSTRIAL ICSC
01	CHK 00385188	02/06/2025	5,082.24	SM STEMPER ARCHITECTS PLLC
01	CHK 00385189	02/06/2025	816.84	T-MOBILE
01	CHK 00385190	02/06/2025	1,097.51	UNITED WAY OF PIERCE COUNTY
01	<b>CHK 00385191</b>	<b>02/06/2025</b>	<b>98,275.39</b>	<b>WA ST DEPT OF LABOR &amp; INDUSTRI</b>
01	CHK 00385192	02/06/2025	112.50	WA ST DEPT OF SOCIAL & HEALTH
01	CHK 00385193	02/06/2025	1,277.34	WALTER E NELSON CO
01	CHK 00385194	02/06/2025	4,679.17	WESCO EQUIPMENT
01	CHK 00385195	02/06/2025	306.90	WURTH USA INC
01	CHK 00385196	02/13/2025	28.96	AMB TOOLS INC
01	CHK 00385197	02/13/2025	55.14	AUTOZONE STORES LLC
01	CHK 00385198	02/13/2025	60.00	BUILDERS EXCHANGE OF WASHINGTO
01	CHK 00385199	02/13/2025	913.86	QWEST CORPORATION
01	CHK 00385200	02/13/2025	94.46	QWEST CORPORATION
01	CHK 00385201	02/13/2025	80.51	QWEST CORPORATION
01	CHK 00385202	02/13/2025	516.40	CITY OF GIG HARBOR
01	CHK 00385203	02/13/2025	7,686.78	CITY OF TACOMA
01	CHK 00385204	02/13/2025	2,364.01	CITY OF TACOMA
01	CHK 00385205	02/13/2025	174.37	COMCAST HOLDINGS CORPORATION
01	CHK 00385206	02/13/2025	178.36	COMCAST HOLDINGS CORPORATION



01	CHK	00385207	02/13/2025	309.13	COMCAST HOLDINGS CORPORATION
01	CHK	00385208	02/13/2025	3,324.78	CONVERGINT TECHNOLOGIES LLC
01	CHK	00385209	02/13/2025	5,859.25	COURVAL SCHEDULING INC
01	CHK	00385210	02/13/2025	564.25	DAILY JOURNAL OF COMMERCE INC
01	CHK	00385211	02/13/2025	121.13	DISH NETWORK LLC
01	CHK	00385212	02/13/2025	7,164.89	ENERGY SYSTEMS MANAGEMENT/TRS
01	CHK	00385213	02/13/2025	50.00	FORMFOX INC.
01	CHK	00385214	02/13/2025	4,116.11	GENES TOWING CORP
01	CHK	00385215	02/13/2025	132.34	GILCHRIST CHEVROLET BUICK GMC
01	CHK	00385216	02/13/2025	14.99	GUSTAVO RUIZ
01	CHK	00385217	02/13/2025	10,887.25	HDR ENGINEERING INC
01	CHK	00385218	02/13/2025	7,838.35	HELM LLC
01	CHK	00385219	02/13/2025	21,062.69	INTEGRATED POWER SYSTEMS
01	CHK	00385220	02/13/2025	312.48	INTERMOUNTAIN LOCK AND SECURIT
01	CHK	00385221	02/13/2025	9.40	SADLER ENTERPRISES INC
01	CHK	00385222	02/13/2025	25.74	LANGUAGE LINE SERVICES
01	CHK	00385223	02/13/2025	139.58	LAWSON PRODUCT
01	CHK	00385224	02/13/2025	1,910.23	LEGEND DATA SYSTEMS INC
01	CHK	00385225	02/13/2025	1,472.61	LOOMIS ARMORED US LLC
01	CHK	00385226	02/13/2025	269.31	MCMMASTER-CARR SUPPLY
01	CHK	00385227	02/13/2025	139.40	O'REILLY AUTO ENTERPRISES LLC
01	CHK	00385228	02/13/2025	142.67	ODP BUSINESS SOLUTIONS LLC
01	CHK	00385229	02/13/2025	55.08	WASHINGTON STATE SCHOOL FOR TH
01	CHK	00385230	02/13/2025	120.00	OLYMPIC SPORTS & SPINE PLLC
01	CHK	00385231	02/13/2025	552.99	AMERIDIAN INDUSTRIES LLC
01	CHK	00385232	02/13/2025	328.57	PENINSULA LIGHT COMPANY
01	CHK	00385233	02/13/2025	6,825.18	PIERCE COUNTY
01	CHK	00385234	02/13/2025	39,857.01	PUGET SOUND ENERGY
01	CHK	00385235	02/13/2025	5,113.91	PUROSIL CO LLC
01	CHK	00385236	02/13/2025	750.00	RANGER TREE EXPERTS INC
01	CHK	00385237	02/13/2025	390.30	REFRIGERATION SUPPLIES DISTRIB
01	CHK	00385238	02/13/2025	15.22	REX V PEGG FABRICS INC
01	CHK	00385239	02/13/2025	38.31	ROBERT HUNTLEY
01	CHK	00385240	02/13/2025	616.56	SCHINDLER ELEVATOR CORPORATION
01	CHK	00385241	02/13/2025	8,700.18	SENTINEL TECHNOLOGIES INC
01	CHK	00385242	02/13/2025	13.20	SHAWN HARRIS
01	CHK	00385243	02/13/2025	121.57	SHERWIN-WILLIAMS
01	CHK	00385244	02/13/2025	9,485.30	OD SNIDER & SON INC
01	CHK	00385245	02/13/2025	33,310.38	THE CAFARO NORTHWEST PARTNERSH
01	CHK	00385246	02/13/2025	3,663.06	STREICH BROTHERS INC
01	CHK	00385247	02/13/2025	11,500.00	TACOMA PIERCE COUNTY CHAMBER O
01	CHK	00385248	02/13/2025	165.56	TERMINIX INTERNATIONAL COMPANY
01	CHK	00385249	02/13/2025	147.80	TERMINIX INTERNATIONAL COMPANY
01	CHK	00385250	02/13/2025	15.00	TODD FOSNESS
01	CHK	00385251	02/13/2025	13.00	TODD ROSENBAUM
01	CHK	00385252	02/13/2025	5,589.00	TOOLE DESIGN GROUP LLC
01	CHK	00385253	02/13/2025	162.24	TRUVIEW BSI LLC
01	CHK	00385254	02/13/2025	2,547.12	ULINE INC
01	CHK	00385255	02/13/2025	1,530.28	UNITED SITE SERVICES OF NEVADA
01	CHK	00385256	02/13/2025	64,500.78	US BANK NA
01	CHK	00385257	02/13/2025	857.40	WA ST DEPT OF LABOR & INDUSTRI
01	CHK	00385258	02/13/2025	23,552.50	WA ST DEPT OF TRANSPORTATION
01	CHK	00385259	02/13/2025	1,277.33	WALTER E NELSON CO
01	CHK	00385260	02/13/2025	335.54	WURTH USA INC
01	CHK	00385261	02/20/2025	218,535.46	UNIVERSAL PROTECTION SERVICE L
01	CHK	00385262	02/20/2025	59,529.14	ATU LOCAL 758 CORP
01	CHK	00385263	02/20/2025	9,199.19	QWEST CORPORATION
01	CHK	00385264	02/20/2025	1,844.27	CHEF BETTE ANNE CURRY & CATERI
01	CHK	00385265	02/20/2025	37,118.61	CITY OF PUYALLUP
01	CHK	00385266	02/20/2025	4,830.62	CITY OF TACOMA
01	CHK	00385267	02/20/2025	143.36	COMCAST HOLDINGS CORPORATION
01	CHK	00385268	02/20/2025	183.36	COMCAST HOLDINGS CORPORATION
01	CHK	00385269	02/20/2025	173.32	COMCAST HOLDINGS CORPORATION
01	CHK	00385270	02/20/2025	161.32	COMCAST HOLDINGS CORPORATION
01	CHK	00385271	02/20/2025	8,744.30	COMCAST HOLDINGS CORPORATION
01	CHK	00385272	02/20/2025	176.90	DAILY JOURNAL OF COMMERCE INC
01	CHK	00385273	02/20/2025	755.30	ENERGY SYSTEMS MANAGEMENT/TRS
01	CHK	00385274	02/20/2025	29.73	FIRST RESPONDER OUTFITTERS INC
01	CHK	00385275	02/20/2025	367.49	GILCHRIST CHEVROLET BUICK GMC
01	CHK	00385276	02/20/2025	1,275.59	HOME DEPOT USA INC
01	CHK	00385277	02/20/2025	220.00	INTERNAL REVENUE SERVICE
01	CHK	00385278	02/20/2025	5,308.54	LAKEWOOD WATER DISTRICT
01	CHK	00385279	02/20/2025	685.39	MICHAEL G MALAIER
01	CHK	00385280	02/20/2025	167.04	MOUSER ELECTRONICS
01	CHK	00385281	02/20/2025	419.50	NH DEPT OF H&HS
01	CHK	00385282	02/20/2025	240.00	OLYMPIC SPORTS & SPINE PLLC
01	CHK	00385283	02/20/2025	38.52	RICHARD MIKLIAN
01	CHK	00385284	02/20/2025	750.00	SEXUAL ASSAULT CENTER OF PIERC
01	CHK	00385285	02/20/2025	16.53	STEVEN COLEMAN
01	CHK	00385286	02/20/2025	1,000.00	TACOMA COMMUNITY HOUSE
01	CHK	00385287	02/20/2025	344.57	SOUND PUBLISHING
01	CHK	00385288	02/20/2025	5,436.56	TACOMA MALL PARTNERSHIP
01	CHK	00385289	02/20/2025	4,395.00	THE UNIVERSITY OF ARIZONA GLOB
01	CHK	00385290	02/20/2025	10,881.00	TOOLE DESIGN GROUP LLC
01	CHK	00385291	02/20/2025	1,097.51	UNITED WAY OF PIERCE COUNTY
01	CHK	00385292	02/20/2025	1,693.13	VERIZON WIRELESS

01	CHK	00385293	02/20/2025	112.50	WA ST DEPT OF SOCIAL & HEALTH
01	CHK	00385294	02/27/2025	413.00	AAA FIRE PROTECTION INC
01	CHK	00385295	02/27/2025	113.06	AT&T
01	CHK	00385296	02/27/2025	60.00	BUILDERS EXCHANGE OF WASHINGTO
01	CHK	00385297	02/27/2025	9,000.00	CITY OF LAKEWOOD
01	CHK	00385298	02/27/2025	477.98	CITY OF PUYALLUP
01	CHK	00385299	02/27/2025	5,106.12	CITY OF TACOMA
01	CHK	00385300	02/27/2025	12.03	FEDERAL EXPRESS CORPORATION
01	CHK	00385301	02/27/2025	465.80	GENES TOWING CORP
01	CHK	00385302	02/27/2025	2,448.78	INGERSOLL RAND IND TECH
01	CHK	00385303	02/27/2025	19.00	KIMBERLY SCHULTZ
01	CHK	00385304	02/27/2025	1,006.94	KITE REALTY GROUP LP
01	CHK	00385305	02/27/2025	440.00	KNUTSON FARMS INC
01	CHK	00385306	02/27/2025	325.00	LETTER PUBLICATIONS
01	CHK	00385307	02/27/2025	121.37	ODP BUSINESS SOLUTIONS LLC
01	CHK	00385308	02/27/2025	240.00	OLYMPIC SPORTS & SPINE PLLC
01	CHK	00385309	02/27/2025	321.13	PARKLAND LIGHT & WATER CO
01	CHK	00385310	02/27/2025	86.87	PENINSULA LIGHT COMPANY
01	CHK	00385311	02/27/2025	6,632.38	PUGET SOUND ENERGY
01	CHK	00385312	02/27/2025	1,816.65	QUEBEC INC
01	CHK	00385313	02/27/2025	3,440.18	REPUBLIC PARKING NORTHWEST LLC
01	CHK	00385314	02/27/2025	8,930.28	REX V PEGG FABRICS INC
01	CHK	00385315	02/27/2025	525.78	CHUCKALS INC
01	CHK	00385316	02/27/2025	534.23	THE CAFARO NORTHWEST PARTNERSH
01	CHK	00385317	02/27/2025	727.20	VERIZON WIRELESS
01	CHK	00385318	02/27/2025	668.54	VERIZON WIRELESS
01	CHK	00385319	02/27/2025	560.31	VERIZON WIRELESS
01	CHK	00385320	02/27/2025	560.19	VERIZON WIRELESS
01	CHK	00385321	02/27/2025	560.31	VERIZON WIRELESS
01	CHK	00385322	02/27/2025	560.31	VERIZON WIRELESS
01	CHK	00385323	02/27/2025	560.31	VERIZON WIRELESS
01	CHK	00385324	02/27/2025	1,190.31	VERIZON WIRELESS
01	CHK	00385325	02/27/2025	560.31	VERIZON WIRELESS
01	CHK	00385326	02/27/2025	560.31	VERIZON WIRELESS
01	CHK	00385327	02/27/2025	560.31	VERIZON WIRELESS
01	CHK	00385328	02/27/2025	527.15	VERIZON WIRELESS
01	CHK	00385329	02/27/2025	1,933.67	VERIZON WIRELESS
01	CHK	00385330	02/27/2025	33,890.27	WA ST EMPLOYMENT SECURITY DEPT
01	EFT	19277	02/06/2025	6,403.07	ALL STARZ STAFFING AND CONSULT
01	EFT	00019278	02/06/2025	4,951.00	AMAZON CAPITAL SERVICES INC
01	EFT	00019279	02/06/2025	3,969.22	ANIXTER INC
01	EFT	00019280	02/06/2025	3,068.29	CONTINENTAL BATTERY COMPANY
01	EFT	00019281	02/06/2025	40.00	BENZALADA DE LA ROSA
01	EFT	00019282	02/06/2025	79.50	BLAZE BARBER
01	EFT	00019283	02/06/2025	15,978.60	CABBROS CLEANING SERVICE LLC
01	EFT	00019284	02/06/2025	1,946.53	CCC INTELLIGENT SOLUTIONS INC
01	EFT	00019285	02/06/2025	36,289.89	CDW GOVERNMENT INC
01	<b>EFT</b>	<b>00019286</b>	<b>02/06/2025</b>	<b>73,647.92</b>	<b>CENTENNIAL CONTRACTORS ENTERPR</b>
01	EFT	00019287	02/06/2025	8,281.25	CENTRAL PUGET SOUND REGIONAL T
01	EFT	00019288	02/06/2025	78.68	CHRISTOPHER SCHULER
01	EFT	00019289	02/06/2025	632.50	CINTAS CORPORATION NO 2
01	EFT	00019290	02/06/2025	1,500.00	COACHING SYSTEMS LLC
01	EFT	00019291	02/06/2025	1,110.03	COMMERCIAL BRAKE & CLUTCH
01	EFT	00019292	02/06/2025	36,982.63	CUMMINS INC
01	EFT	00019293	02/06/2025	20,280.98	CUSTOM EDGE INC
01	EFT	00019294	02/06/2025	300.00	CYBERSOURCE CORPORATION
01	EFT	00019295	02/06/2025	8,661.22	DKS ASSOCIATES
01	EFT	00019296	02/06/2025	772.25	TRUCKPRO HOLDING CORPORTATION
01	<b>EFT</b>	<b>00019297</b>	<b>02/06/2025</b>	<b>128,879.80</b>	<b>E-BUILDER INC</b>
01	<b>EFT</b>	<b>00019298</b>	<b>02/06/2025</b>	<b>87,333.07</b>	<b>FIVE9 INC</b>
01	EFT	00019299	02/06/2025	7,024.37	GORDON TRUCK CENTERS INC
01	EFT	00019300	02/06/2025	8,340.00	GALLUP INC
01	EFT	00019301	02/06/2025	150.43	SPX CORPORATION
01	<b>EFT</b>	<b>00019302</b>	<b>02/06/2025</b>	<b>55,148.79</b>	<b>GILLIG LLC</b>
01	EFT	00019303	02/06/2025	6,500.00	GORDON THOMAS HONEYWELL
01	<b>EFT</b>	<b>00019304</b>	<b>02/06/2025</b>	<b>151,533.96</b>	<b>GOVERNMENTJOBS.COM INC</b>
01	EFT	00019305	02/06/2025	1,830.48	GRAINGER
01	EFT	00019306	02/06/2025	2,999.90	HAVIS INC
01	EFT	00019307	02/06/2025	2,500.00	HOPESPARTS
01	EFT	00019308	02/06/2025	666.78	INTERCLEAN EQUIPMENT LLC
01	EFT	00019309	02/06/2025	165.00	JASON EDWARDS
01	EFT	00019310	02/06/2025	40.00	JERICO BIRD
01	EFT	00019311	02/06/2025	8,629.20	KNOWBE4 INC
01	EFT	00019312	02/06/2025	77.25	LANCE MUASAU
01	EFT	00019313	02/06/2025	99.09	LARSEN SIGN COMPANY
01	EFT	00019314	02/06/2025	79.50	LEVI GERHEIM
01	EFT	00019315	02/06/2025	6,473.58	MALLORY SAFETY & SUPPLY LLC
01	EFT	00019316	02/06/2025	40.00	MAXIMILIANO VALENCIA
01	EFT	00019317	02/06/2025	456.75	MAYES TESTING ENGINEERS INC
01	EFT	00019318	02/06/2025	312.20	MCGUIRE BEARING CO
01	EFT	00019319	02/06/2025	14.35	MICHAEL GRIFFUS
01	EFT	00019320	02/06/2025	15,236.96	MOHAWK MFG & SUPPLY
01	EFT	00019321	02/06/2025	3,188.34	MOTION INDUSTRIES, INC.
01	EFT	00019322	02/06/2025	2,255.79	MUNCIE RECLAMATION & SUPPLY CO
01	EFT	00019323	02/06/2025	1,337.30	NAVIA BENEFIT SOLUTIONS
01	EFT	00019324	02/06/2025	5,435.80	NEOPART TRANSIT LLC



01	EFT	00019325	02/06/2025	704.64	PACIFIC FITNESS PRODUCTS
01	EFT	00019326	02/06/2025	6,136.40	SRJ INVESTMENTS INC
01	<b>EFT</b>	<b>00019327</b>	<b>02/06/2025</b>	<b>80,944.12</b>	<b>PARAMETRIX ENGINEERING</b>
01	EFT	00019328	02/06/2025	406.31	PEAK INDUSTRIAL INC
01	<b>EFT</b>	<b>00019329</b>	<b>02/06/2025</b>	<b>70,662.70</b>	<b>PETROCARD INC</b>
01	EFT	00019330	02/06/2025	235.41	REXEL USA INC
01	EFT	00019331	02/06/2025	1,150.94	PURCELL TIRE & RUBBER COMPANY
01	EFT	00019332	02/06/2025	483.73	ROMAINE ELECTRIC CORP
01	EFT	00019333	02/06/2025	40.78	SCHETKY NORTHWEST SALES INC
01	EFT	00019334	02/06/2025	1,577.99	SEATTLE AUTOMOTIVE DISTRIBUTIN
01	EFT	00019335	02/06/2025	6,842.86	SHI INTERNATIONAL CORP
01	<b>EFT</b>	<b>00019336</b>	<b>02/06/2025</b>	<b>83,907.14</b>	<b>SOUND TRANSIT</b>
01	EFT	00019337	02/06/2025	5,953.97	SOUND TRANSIT SMART CARD CENTR
01	EFT	00019338	02/06/2025	3,007.95	SOUTH TACOMA GLASS
01	EFT	00019339	02/06/2025	2,873.57	STANDARD PARTS CORP
01	EFT	00019340	02/06/2025	2,917.94	STAPLES INC
01	EFT	00019341	02/06/2025	53.00	STERICYCLE INC
01	EFT	00019342	02/06/2025	1,952.89	SYSTEMS FOR PUBLIC SAFETY INC
01	EFT	00019343	02/06/2025	930.37	UNIVERSAL AUTO GROUP 1
01	EFT	00019344	02/06/2025	4,084.27	TACOMA SCREW PRODUCTS INC
01	EFT	00019345	02/06/2025	4,347.21	TERRYBERRY COMPANY LLC
01	EFT	00019346	02/06/2025	3,778.97	THE WW WILLIAMS COMPANY LLC
01	EFT	00019347	02/06/2025	241.00	TITUS-WILL FORD SALES INC
01	EFT	00019348	02/06/2025	13,898.62	THE AFTERMARKET PARTS CO LLC
01	EFT	00019349	02/06/2025	850.72	UNITED PARCEL SERVICE INC
01	EFT	00019350	02/06/2025	594.54	UNITED RENTALS (NORTH AMERICA)
01	EFT	00019351	02/06/2025	2,374.71	VEHICLE INSPECTION SYSTEMS
01	EFT	00019352	02/06/2025	40.00	VERNESS WOODWARD
01	EFT	00019353	02/06/2025	1,185.16	WAXIE SANITARY SUPPLY
01	<b>EFT</b>	<b>00019354</b>	<b>02/06/2025</b>	<b>65,866.63</b>	<b>DOBBS HEAVY DUTY HOLDINGS LLC</b>
01	EFT	00019355	02/06/2025	849.66	WOFSCO INC
01	EFT	00019356	02/06/2025	356.74	YRC INC
01	<b>EFT</b>	<b>00019357</b>	<b>02/07/2025</b>	<b>345,396.01</b>	<b>ICMA RETIREMENT</b>
01	EFT	00019358	02/07/2025	18,446.26	NAVIA BENEFIT SOLUTIONS
01	EFT	00019359	02/07/2025	17,306.48	TACOMA EMPLOYEES RETIREMENT SY
01	EFT	00019360	02/07/2025	7,087.06	WA ST CHILD SUPPORT REGISTRY
01	EFT	00019361	02/13/2025	25,092.00	AMERICAN CUSTODIAN INC
01	EFT	00019362	02/13/2025	341.33	AIRGAS INC
01	EFT	00019363	02/13/2025	5,288.09	ALL STARZ STAFFING AND CONSULT
01	EFT	00019364	02/13/2025	9,879.03	AMAZON CAPITAL SERVICES INC
01	EFT	00019365	02/13/2025	3,930.68	ANIXTER INC
01	EFT	00019366	02/13/2025	746.84	CONTINENTAL BATTERY COMPANY
01	EFT	00019367	02/13/2025	280.00	BRANDON ENNS
01	EFT	00019368	02/13/2025	6,834.16	CINTAS CORPORATION NO 2
01	EFT	00019369	02/13/2025	1,384.24	COGENT COMMUNICATIONS INC
01	EFT	00019370	02/13/2025	1,125.07	COMMERCIAL BRAKE & CLUTCH
01	EFT	00019371	02/13/2025	495.00	CONFLICT MANAGEMENT STRATEGIES
01	<b>EFT</b>	<b>00019372</b>	<b>02/13/2025</b>	<b>53,368.99</b>	<b>CUMMINS INC</b>
01	EFT	00019373	02/13/2025	17.03	DOCUMO INC
01	EFT	00019374	02/13/2025	3,618.20	DRUG FREE BUSINESS
01	EFT	00019375	02/13/2025	4,368.75	FENCE SPECIALISTS INC
01	EFT	00019376	02/13/2025	492.15	FSX INC
01	EFT	00019377	02/13/2025	2,365.39	SPX CORPORATION
01	EFT	00019378	02/13/2025	39,049.45	GILLIG LLC
01	EFT	00019379	02/13/2025	18.00	GIRIDHARAN SRINIVASARAJ
01	EFT	00019380	02/13/2025	1,198.68	GRAINGER
01	EFT	00019381	02/13/2025	1,958.02	MARK HOLMES
01	EFT	00019382	02/13/2025	1,434.00	JAJ ENTERPRISES LLC
01	EFT	00019383	02/13/2025	871.55	KNOWBE4 INC
01	EFT	00019384	02/13/2025	7,265.41	LEVEL 3 FINANCING INC
01	EFT	00019385	02/13/2025	315.86	MCGUIRE BEARING CO
01	EFT	00019386	02/13/2025	3,007.21	MOHAWK MFG & SUPPLY
01	EFT	00019387	02/13/2025	618.47	MOTION INDUSTRIES, INC.
01	EFT	00019388	02/13/2025	4,607.64	MUNCIE RECLAMATION & SUPPLY CO
01	EFT	00019389	02/13/2025	14,960.24	NEOPART TRANSIT LLC
01	<b>EFT</b>	<b>00019390</b>	<b>02/13/2025</b>	<b>58,837.23</b>	<b>PETROCARD INC</b>
01	EFT	00019391	02/13/2025	301.93	PRINT NW
01	EFT	00019392	02/13/2025	536.88	PURCELL TIRE & RUBBER COMPANY
01	EFT	00019393	02/13/2025	3,113.60	QUADIENT FINANCE USA INC
01	EFT	00019394	02/13/2025	3,416.25	ROMAINE ELECTRIC CORP
01	EFT	00019395	02/13/2025	659.06	SHUMAN LLC
01	EFT	00019396	02/13/2025	568.05	ROBBLEE'S TOTAL SECURITY INC
01	EFT	00019397	02/13/2025	554.59	SCHETKY NORTHWEST SALES INC
01	EFT	00019398	02/13/2025	838.32	SEATTLE AUTOMOTIVE DISTRIBUTIN
01	EFT	00019399	02/13/2025	11.09	SOUND TRANSIT SMART CARD CENTR
01	EFT	00019400	02/13/2025	1,075.58	SOUTH TACOMA GLASS
01	EFT	00019401	02/13/2025	113.51	SPORTWORKS GLOBAL LLC
01	EFT	00019402	02/13/2025	1,521.80	STANDARD PARTS CORP
01	EFT	00019403	02/13/2025	755.58	STAPLES INC
01	EFT	00019404	02/13/2025	5,665.56	TACOMA COMMUNITY COLLEGE
01	EFT	00019405	02/13/2025	1,235.31	UNIVERSAL AUTO GROUP 1
01	EFT	00019406	02/13/2025	1,777.32	TACOMA SCREW PRODUCTS INC
01	EFT	00019407	02/13/2025	18,734.44	THE WW WILLIAMS COMPANY LLC
01	EFT	00019408	02/13/2025	2,116.56	TITUS-WILL FORD SALES INC
01	EFT	00019409	02/13/2025	30,275.00	TRACKIT LLC
01	EFT	00019410	02/13/2025	26,730.41	THE AFTERMARKET PARTS CO LLC

01	EFT	00019411	02/13/2025	543.90	TWO BUSY TO COOK CATERING LLC
01	EFT	00019412	02/13/2025	89,140.25	UNITED ENERGY TRADING LLC
01	EFT	00019413	02/13/2025	383.08	UNITED PARCEL SERVICE INC
01	EFT	00019414	02/13/2025	2,587.35	UNITED RENTALS (NORTH AMERICA)
01	EFT	00019415	02/13/2025	6,050.00	VERTOSOFT LLC
01	EFT	00019416	02/13/2025	16,777.30	WA ST AUDITOR'S OFFICE
01	EFT	00019417	02/13/2025	682.51	WAXIE SANITARY SUPPLY
01	EFT	00019418	02/13/2025	1,898.57	WESMAR COMPANY INC
01	EFT	00019419	02/13/2025	2,103.03	DOBBS HEAVY DUTY HOLDINGS LLC
01	EFT	00019420	02/13/2025	12.19	WOFSCO INC
01	EFT	00019421	02/13/2025	3,265.26	ASSOCIATED PETROLEUM
01	EFT	00019422	02/13/2025	1,622.37	XEROX CORPORATION
01	EFT	00019423	02/13/2025	8,487.00	ZONAR SYSTEMS INC
01	EFT	00019424	02/18/2025	68,601.07	US BANK CORPORATE PAYMENT SYST
01	EFT	00019425	02/20/2025	12,182.79	WA ST DEPT OF REVENUE
01	EFT	00019426	02/20/2025	1,102.83	WA ST DEPT OF REVENUE
01	EFT	00019427	02/20/2025	4,229.33	ALL STARZ STAFFING AND CONSULT
01	EFT	00019428	02/20/2025	966.51	AMAZON CAPITAL SERVICES INC
01	EFT	00019429	02/20/2025	737.60	ANIXTER INC
01	EFT	00019430	02/20/2025	11,499.90	ATWORK! COMMERCIAL ENTERPRISES
01	EFT	00019431	02/20/2025	2,378.16	AUTOCRIB INC
01	EFT	00019432	02/20/2025	4,323.16	CONTINENTAL BATTERY COMPANY
01	EFT	00019433	02/20/2025	285.59	BRAUN CORPORATION
01	EFT	00019434	02/20/2025	6,570.08	CINTAS CORPORATION NO 2
01	EFT	00019435	02/20/2025	126.14	CODY BAKER
01	EFT	00019436	02/20/2025	4,794.11	COGENT COMMUNICATIONS INC
01	EFT	00019437	02/20/2025	312.73	COMMERCIAL BRAKE & CLUTCH
01	EFT	00019438	02/20/2025	1,588.33	CUMMINS INC
01	EFT	00019439	02/20/2025	3,127.00	EASTER SEALS WASHINGTON
01	EFT	00019440	02/20/2025	8,477.70	EDM TECHNOLOGY INC
01	EFT	00019441	02/20/2025	555.32	ENVIRONMENTAL SYSTEMS RESEARCH
01	EFT	00019442	02/20/2025	990,011.20	FIRST TRANSIT INC
01	EFT	00019443	02/20/2025	2,718.96	FOOTPRINT PROMOTIONS INC
01	EFT	00019444	02/20/2025	14.00	GORDON TRUCK CENTERS INC
01	EFT	00019445	02/20/2025	11,828.35	GILLIG LLC
01	EFT	00019446	02/20/2025	2,099.04	GRAINGER
01	EFT	00019447	02/20/2025	3,067.00	JAJ ENTERPRISES LLC
01	EFT	00019448	02/20/2025	14,872.25	TYCO FIRE & SECURITY (US) MANA
01	EFT	00019449	02/20/2025	231.63	CANAM MINERALS
01	EFT	00019450	02/20/2025	50,662.03	LAKEVIEW LIGHT & POWER CO
01	EFT	00019451	02/20/2025	1,043.20	LARSEN SIGN COMPANY
01	EFT	00019452	02/20/2025	110.22	MCGUIRE BEARING CO
01	EFT	00019453	02/20/2025	597.98	DB PRINTING LLC
01	EFT	00019454	02/20/2025	133.49	MOOD MEDIA NORTH AMERICA HOLDI
01	EFT	00019455	02/20/2025	386.55	MOTION INDUSTRIES, INC.
01	EFT	00019456	02/20/2025	2,423.19	OLYMPIC HOLDINGS STG LLC
01	EFT	00019457	02/20/2025	102.50	OUTFITTER SATELLITE INC
01	EFT	00019458	02/20/2025	4,279.00	PACIFICA LAW GROUP LLP
01	EFT	00019459	02/20/2025	134,416.30	PETROCARD INC
01	EFT	00019460	02/20/2025	160.71	PRINT NW
01	EFT	00019461	02/20/2025	2,050.06	ROMAINE ELECTRIC CORP
01	EFT	00019462	02/20/2025	18,056.40	VIA TRANSPORTATION INC
01	EFT	00019463	02/20/2025	1,158.01	SEATTLE AUTOMOTIVE DISTRIBUTIN
01	EFT	00019464	02/20/2025	47,969.93	SOUND TRANSIT
01	EFT	00019465	02/20/2025	455.89	SOUND TRANSIT SMART CARD CENTR
01	EFT	00019466	02/20/2025	741.76	STANDARD PARTS CORP
01	EFT	00019467	02/20/2025	6,665.56	TACOMA COMMUNITY COLLEGE
01	EFT	00019468	02/20/2025	3,931.69	UNIVERSAL AUTO GROUP 1
01	EFT	00019469	02/20/2025	355.28	TACOMA SCREW PRODUCTS INC
01	EFT	00019470	02/20/2025	243,975.36	TALAKAI CONSTRUCTION LLC
01	EFT	00019471	02/20/2025	159.98	TERRYBERRY COMPANY LLC
01	EFT	00019472	02/20/2025	817.72	THE WW WILLIAMS COMPANY LLC
01	EFT	00019473	02/20/2025	2,439.63	TITUS-WILL FORD SALES INC
01	EFT	00019474	02/20/2025	14.09	TITUS-WILL IMPORT SALES INC
01	EFT	00019475	02/20/2025	495.37	THE AFTERMARKET PARTS CO LLC
01	EFT	00019476	02/20/2025	691.44	TWO BUSY TO COOK CATERING LLC
01	EFT	00019477	02/20/2025	39.00	UNITED PARCEL SERVICE INC
01	EFT	00019478	02/20/2025	3,045.36	UNITED RENTALS (NORTH AMERICA)
01	EFT	00019479	02/20/2025	187,037.71	VIA TRANSPORTATION INC
01	EFT	00019480	02/20/2025	1,298.42	DOBBS HEAVY DUTY HOLDINGS LLC
01	EFT	00019481	02/21/2025	1,530,041.15	AWC EMPLOYEE BENEFIT TRUST
01	EFT	00019482	02/21/2025	309,535.24	ICMA RETIREMENT
01	EFT	00019483	02/21/2025	18,374.73	NAVIA BENEFIT SOLUTIONS
01	EFT	00019484	02/21/2025	17,322.58	TACOMA EMPLOYEES RETIREMENT SY
01	EFT	00019485	02/21/2025	6,977.61	WA ST CHILD SUPPORT REGISTRY
01	EFT	00019486	02/27/2025	4,461.89	ALL STARZ STAFFING AND CONSULT
01	EFT	00019487	02/27/2025	3,675.38	AMAZON CAPITAL SERVICES INC
01	EFT	00019488	02/27/2025	18,822.83	ANGI ENERGY SYSTEMS
01	EFT	00019489	02/27/2025	82,741.22	BRIDGESTONE AMERICA
01	EFT	00019490	02/27/2025	2,409.96	PRECARE INC
01	EFT	00019491	02/27/2025	15,978.60	CABBROS CLEANING SERVICE LLC
01	EFT	00019492	02/27/2025	21,138.96	CENTENNIAL CONTRACTORS ENTERPR
01	EFT	00019493	02/27/2025	8,448.00	CENTRAL PUGET SOUND REGIONAL T
01	EFT	00019494	02/27/2025	82.14	CHRISTOPHER SCHULER
01	EFT	00019495	02/27/2025	686.18	CINTAS CORPORATION NO 2
01	EFT	00019496	02/27/2025	256.75	COMMERCIAL BRAKE & CLUTCH

01	EFT	00019497	02/27/2025	2,200.00	CONFLICT MANAGEMENT STRATEGIES
01	EFT	00019498	02/27/2025	3,392.49	DELL MARKETING LP
01	EFT	00019499	02/27/2025	150.00	DRUG FREE BUSINESS
01	EFT	00019500	02/27/2025	306.90	GORDON TRUCK CENTERS INC
01	EFT	00019501	02/27/2025	492.14	FSX INC
01	EFT	00019502	02/27/2025	2,968.82	GALLS LLC
01	EFT	00019503	02/27/2025	14,525.27	GILLIG LLC
01	EFT	00019504	02/27/2025	23.12	GLEN JOHNSON
01	EFT	00019505	02/27/2025	56,525.92	HUITT-ZOLLARS INC
01	EFT	00019506	02/27/2025	4,224.02	IDIS AMERICAS INC
01	EFT	00019507	02/27/2025	20,582.19	RONALD E JENSEN & JAMES W JENS
01	EFT	00019508	02/27/2025	1,335.33	K & L GATES
01	EFT	00019509	02/27/2025	716.80	LARSCO INC
01	EFT	00019510	02/27/2025	5,191.62	LEVEL 3 FINANCING INC
01	EFT	00019511	02/27/2025	2,109.44	MOHAWK MFG & SUPPLY
01	EFT	00019512	02/27/2025	1,764.72	MUNCIE RECLAMATION & SUPPLY CO
01	EFT	00019513	02/27/2025	25,238.74	NEOPART TRANSIT LLC
01	EFT	00019514	02/27/2025	2,422.43	OLYMPIC HOLDINGS STG LLC
01	EFT	00019515	02/27/2025	3,352.15	PEAK INDUSTRIAL INC
01	EFT	00019516	02/27/2025	536.88	PURCELL TIRE & RUBBER COMPANY
01	EFT	00019517	02/27/2025	20.66	RIGHT! SYSTEMS INC
01	EFT	00019518	02/27/2025	6,938.00	SOUND TRANSIT SMART CARD CENTR
01	EFT	00019519	02/27/2025	4,092.79	STANDARD PARTS CORP
01	EFT	00019520	02/27/2025	268.06	STAPLES INC
01	EFT	00019521	02/27/2025	2,828.78	UNIVERSAL AUTO GROUP 1
01	EFT	00019522	02/27/2025	89.51	TACOMA RUBBER STAMP & MARKING
01	EFT	00019523	02/27/2025	3,067.94	TACOMA SCREW PRODUCTS INC
01	EFT	00019524	02/27/2025	597.02	TANKNOLOGY INC
01	EFT	00019525	02/27/2025	153.74	TERRYBERRY COMPANY LLC
01	EFT	00019526	02/27/2025	5,471.95	THE AFTERMARKET PARTS CO LLC
01	EFT	00019527	02/27/2025	39.00	UNITED PARCEL SERVICE INC
01	EFT	00019528	02/27/2025	5,832.58	VIA TRANSPORTATION INC
01	EFT	00019529	02/27/2025	52.85	WHELEN ENGINEERING CO INC
01	EFT	00019530	02/27/2025	661.65	WORLDPAC INC
01	EFT	00019531	02/27/2025	15.97	XEROX CORPORATION
01	EFT	00019532	02/27/2025	580.20	ZAYO GROUP HOLDINGS INC
Total Payments				<u>\$7,060,528.68</u>	

**PIERCE TRANSIT  
BOARD OF COMMISSIONERS  
REGULAR BOARD MEETING MINUTES**

**February 10, 2025**

**CALL TO ORDER**

Chair Walker called the regular board meeting to order at 4:06 p.m.

**ROLL CALL**

Commissioners present:

Doug Fagundes, City of Fife Councilmember  
*(representing Fife/Milton/Edgewood/Pacific/Auburn/Ruston/Steilacoom)*  
John Hines, City of Tacoma Councilmember  
John Hoheusle, President of ATU 758, Represents IAM and ATU  
Jim Kastama, City of Puyallup Mayor *(Mayor of the City of Puyallup)*  
Ryan Mello, Pierce County Executive  
Kristina Walker, Chair, City of Tacoma Councilmember  
Jason Whalen, Vice Chair, City of Lakewood Mayor  
Shannon Reynolds, City of Fircrest Mayor *(representing Fircrest, University Place, and Gig Harbor)*

Commissioners excused:

Olgy Diaz, City of Tacoma Councilmember

Staff present:

Mike Griffus, Chief Executive Officer  
Deanne Jacobson, Clerk of the Board  
Mona Sullivan, Deputy Clerk of the Board

**LAND ACKNOWLEDGMENT AND FLAG SALUTE**

Chair Walker led attendees in the land acknowledgment, followed by the flag salute.

**OPENING REMARKS AND HOUSEKEEPING ITEMS**

Chair Walker welcomed board members, staff, and citizens to the meeting and provided attendees with instructions for meeting participation.

**PRESENTATIONS**

**1. Honoring Ricardo Munoz for Operator of the Month for January 2025**

Assistant Transportation Manager Ron Makenzie honored Ricardo Munoz for being selected Operator of the Month for January 2025. He reported that Mr. Munoz began his career at Pierce Transit in September of 2019 and has enjoyed a great driving record in this time. He expressed that Mr. Munoz is a great mentor for other

operators, provides great customer service, noting that many compliments about Mr. Munoz's customers service are received.

Mr. Munoz was presented with a congratulatory letter and Operator of the Month certificate.

On behalf of the Board, Chair Walker congratulated Mr. Munoz and thanked him for his service. [Mr. Munoz was unable to attend.]

### **PUBLIC COMMENT**

Chair Walker provided participation instructions to the public and opened public comment.

No public comment was provided, and public comment was closed.

### **CONSENT AGENDA**

*(Items listed below were distributed to Commissioners in advance for reading and study and are enacted with one motion. Item(s) may be moved to the Action Agenda at the request of a commissioner.)*

Commissioners Fagundes and Hines **moved** and seconded to approve the consent agenda as presented.

Motion **carried**, 7-0.

1. Approval of Vouchers, January 1-31, 2025  
Operating Fund #10  
Self-Insurance Fund #40  
Capital Fund #90  
Payment Nos. 384899 through 385133  
Wire Nos. 19000 through 19276  
Total \$13,620,456.94
2. Approval of Minutes: January 13, 2025, regular meeting
3. 2025-007, Authorized the Chief Executive Officer to purchase up to fifty-four (54) Replacement Rideshare Vehicles in an amount not to exceed \$3,424,360 and to purchase up to fifteen (15) replacement Support Vehicles in an amount not to exceed \$1,266,880 from the Washington State Department of Enterprise Services Contract No. 28423, for a total not to exceed amount of \$4,691,240.

### **ACTION AGENDA**

1. **Appointments to Executive Finance Committee and Service Delivery and Capital Committee**

Chair Walker appointed commissioner Rosie Ayala to the Executive Finance Committee, fulfilling the seat recently vacated by Commissioner Campbell. No other changes to the committees occurred.

**2. FS 2025-008, A Resolution of the Board of Commissioners of Pierce Transit Authorizing Revisions to the Pierce Transit Drug and Alcohol Abuse Policy and Authorizing the Removal of Outdated and Antiquated Language Set Forth in Chapter 1.14 of the Pierce Transit Code – Drug and Alcohol Abuse Policy**

Chair Walker noted that this item is being pulled from the agenda so that staff can seek additional clarification from the Federal Transportation Administration on some of the policy revisions. This item is expected to return to the March Board meeting.

**3. FS 2025-009, Authorize the Chief Executive Officer to Execute a Contract with Gillig, LLC, Contract No. E2165, to Purchase up to Two (2) Gillig, LLC, Battery Electric 40 Ft, Low Floor Coaches Pursuant to Washington State Department of Enterprise Services (DES) State Cooperative Purchasing Master Contract No. 06719-01 Transit Buses**

Fleet Manager Marah Harris presented on the item. She advised that the 2025 budget contains grants funds for the purchase of up to two electric buses, which will replace buses in accordance with Pierce Transit's replacement schedule. She advised that given the uncertainty around funding for green initiatives at the federal level, should the grants funds be pulled back, Pierce Transit would not pursue the purchase of the electric buses. She advised that this contract was competitively procured through the Department of Enterprise Services. Anticipated service date for these vehicles is estimated to occur in Q4 of 2026.

Commissioners Whalen and Hines **moved** and seconded to authorize the Chief Executive Officer to execute a contract with Gillig, LLC, Contract No. E2165, to purchase up to two (2) Gillig, LLC, battery electric forty-foot, low floor coaches pursuant to Washington State Department of Enterprise Services (DES) State Cooperative Purchasing Master Contract No. 06719-01 Transit Buses, for a total contract authority amount of \$3,630,000.00.

Motion **carried**, 7-0.

**4. FS 2025-010, Authority to Execute Contract No. E2200 with Gillig, LLC, to Purchase up to Ten (10) 40 Ft, Low Floor, Compressed Natural Gas (CNG) and up to Three, (3) Thirty-foot, Low Floor, Compressed Natural Gas (CNG) Coaches Pursuant to Washington State Department of Enterprise Services (DES) State Cooperative Purchasing Schedule Master Contract No. 06719-01 Transit Buses**

Fleet Manager Marah Harris presented on the item. She advised the replacement of these buses is consistent with the agency's replacement schedule. She advised the lead time for this order will be about 18 months after the order is placed.

She responded to questions relating to the replacement schedule and future anticipated needs of vehicle replacement, noting that the agency does not expect any increased replacement of buses over the next four to six years.

Commissioner Hines and Whalen **moved** and seconded to authorize the Chief Executive Officer to execute Contract No. E2200 with Gillig, LLC, to purchase up to ten (10) Forty-foot, Low Floor, Compressed Natural Gas (CNG) and three, (3) Thirty-foot, Low Floor, Compressed Natural Gas (CNG) coaches for a total contract spending authority of \$13,651,990.

Motion **carried**, 7-0.

**DISCUSSION CONTINUED – Remaining Questions from the Joint Board of Commissioner/Community Transportation Advisory Group Meeting Held on January 24, 2025**

Chair Walker thanked the CTAG members and Board members for attending the joint meeting on January 24 and for participating in the discussion on the proposed Long Range Plan, noting there was good discussion. She advised that she would like the Board to discuss questions 3 and 4 today since they ran out of time on January 24 and those questions weren't addressed.

Before the Board discussed the following questions below, Ryan Wheaton, Director of Planning and Community Development, reoriented the commissioners with the outreach work the agency did with the community on the proposed Long Range Plan. He advised the agency is focused on developing a transit system that meets the growth estimates for Pierce County. He advised that all four of the scenarios in the Long Range Plan require a .09 sale tax collection; Pierce Transit currently operates service on a .06 sales tax.

The Board engaged in discussion on the following questions:

**Community Messaging**

What are your suggestions for how Pierce Transit can best communicate our plans and funding needs to your community?

**Role of Local Governments**

How can cities and the county best support Pierce Transit in advocating for greater local transit funding?

Discussion points included the following:

- Meet with the jurisdictions in the service area to garner support for better transit. Bring back feedback from these meetings to a Board study session to develop strategy and messaging plans.
- Structure meetings/messaging/outreach around “what are we missing, what can we help with” versus structuring the message around what Pierce Transit can do.



- Look at jurisdictions that have been successful in their funding proposals and find out what they did.
- Be very clear in our communications about what the voters will get in any proposal.

Next steps discussed were to schedule a study session in late spring to further discuss funding. Pierce Transit staff continues to hold discussion with the public and stakeholders. (*Commissioner Mello arrived at 4:43 p.m.*).

Ryan Wheaton, Executive Director of Planning and Community Development, advised that Pierce Transit will issue a community survey in late spring. He reminded all attendees that Pierce Transit's sales tax collection rate is significantly less than peer transit agencies and he talked about the need to have better transportation in the region to meet population projections and to better serve the regional connections, such as the Tacoma Link Extension when it becomes operational.

### **STAFF UPDATES:**

#### **1. CEO's Report**

CEO Mike Griffus provided an update on the current climate at the federal level with regards to the recent presidential executive orders that may affect funding, or pause funding, for Pierce Transit. He advised that the executive orders are so broad that they could affect approximately \$70 million in future grant funding for Pierce Transit. The FTA has not provided any direction on the matter.

He advised the agency is working on a memo for employees to give guidance on matters that relate to immigration, and he reviewed the agency's policy with regards to Equal Employment Opportunity.

Chair Walker thanked CEO Griffus for keeping on top of the changes and for informing the Board.

### **INFORMATIONAL BOARD ITEMS**

#### **1. Chair's Report**

Chair Walker reported on the following:

- The next Service Delivery and Capital Committee meeting is scheduled for February 20, 2025.

#### **2. Sound Transit Update**

Commissioner Mello reported on the recent actions of the Sound Transit Board, which included but not limited to, actions that support Transit Oriented Development/affordable housing around the Federal Way Link Transit Center as well as establishing goals and objections for the new Sound Transit CEO.

Chair Walker added additional comments about the CEO search process and noted that the contract for the current interim CEO ends in mid May.

### **3. Puget Sound Regional Council Transportation Policy Board (TPB) Update**

Chair Walker reported on the work that was done at the January meeting relating to regional WSDOT priorities and the Regional Action Safety Plan. She reviewed the upcoming agenda.

### **4. Committee Chair Reports**

No reports.

### **5. Commissioners' Comments**

No comments.

## **EXECUTIVE SESSION**

There was no executive session held.

## **ADJOURNMENT**

Commissioners Hines and Fagundes **moved** and seconded to adjourn the meeting at 5:00 p.m.

Motion **carried**, 8-0.

---

Deanne Jacobson  
Clerk of the Board

---

Kristina Walker, Chair  
Board of Commissioners

**TITLE:** A Resolution of the Board of Commissioners of Pierce Transit Authorizing the Collective Bargaining Agreement (CBA) with the International Association of Machinists and Aerospace Workers, Local 297, for the Period of January 1, 2025, Through December 31, 2027

**DIVISION:** Administration

**SUBMITTED BY:** Amy Cleveland, Chief Administrative Officer

**RELATED ACTION:** N/A

**ATTACHMENTS:** Proposed Resolution  
Exhibit A, Proposed CBA

**RELATION TO STRATEGIC PLAN:** Employee

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### BUDGET INFORMATION

Is it Budgeted? ☒ Yes / ☐ No

Project Name or Number: N/A

☒ Operating Budget

☐ Capital Budget

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FUNDING SOURCE:	
Estimated Wages and Benefits	
2025	\$316,130
2026	\$424,450
2027	\$490,730
Total	\$1,231,310

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EXPLANATION:
This is the total estimated amount for IAM wages and benefits for the term of the 2025 – 2027 agreement.

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### BACKGROUND:

The Collective Bargaining Agreement (CBA) between Pierce Transit and the International Association of Machinists and Aerospace Workers, Local 297 expired on December 31, 2024. After seven (7) months of negotiations, the parties reached a tentative agreement and the Union ratified the contract with their members on February 13, 2025. The CBA governs wages, hours and working conditions of 16 employees at Pierce Transit.

### Highlights of the Tentative Agreement include:

Wages – Cost of Living Adjustments for the three years of the contract as follows:

2025 – 10.00%, and

2026 – 3.00%, and

2027 – 3.00%

COLAs will be retroactively paid in 2025 for employees active at the time of ratification. COLA wage increases will be applied in the pay period which includes January 1 of each year.

In an effort to continue to attract and retain talent, the contract provides for additional paid wellness days, increase to swing and graveyard shift pay, and new multi-lingual pay.

Other operational changes were negotiated in the tentative agreement to help address safety, efficiency and customer service, and to support operational excellence. The proposed contract supports the key strategic initiatives and is closely aligned with the Agency's vision to be "your preferred transportation choice".

**STAFF RECOMMENDATION:**

Authorize the Chief Executive Officer to enter into and executive the Collective Bargaining Agreement with IAM, for the period covering January 1, 2025, through December 31, 2027.

**ALTERNATIVES:**

The alternative is to reject the proposed settlement and potentially proceed to interest arbitration. This can be a lengthy and expensive process with an unpredictable outcome.

**PROPOSED MOTION:**

Move to: Adopt Resolution No. 2025-004, authorizing the Chief Executive Officer to enter into and execute the Collective Bargaining Agreement (CBA) with the International Association of Machinists and Aerospace Workers, Local 297, for the period of January 1, 2025, through December 31, 2027, in substantially the same form as Exhibit A

**RESOLUTION NO. 2025-004**

A RESOLUTION of the Board of Commissioners of Pierce Transit A Resolution of the Board of Commissioners of Pierce Transit Authorizing the Collective Bargaining Agreement (CBA) with the International Association of Machinists and Aerospace Workers, Local 297, for the Period of January 1, 2025, Through December 31, 2027

WHEREAS, the Collective Bargaining Agreement (CBA) between Pierce Transit and the International Association of Machinists and Aerospace Workers (IAM), Local 297, expired on December 31, 2024; and

WHEREAS, representatives of Pierce Transit and the IAM have concluded negotiations and have agreed upon a new tentative CBA, a three-year contract covering the period of January 1, 2025 through December 31, 2027; and

WHEREAS, the proposed CBA was ratified by the IAM membership on February 13, 2025; and

WHEREAS, the proposed CBA supports key bargaining initiatives closely aligned with the Agency's vision to be "your preferred transportation choice"; and

WHEREAS, the Chief Executive Officer recommends that the Board of Commissioners approve the tentative CBA as it supports several key elements of the Agency's strategic plan and it provides long term financial stability.

NOW THEREFORE, BE IT RESOLVED by the Board of Commissioners of Pierce Transit as follows:

Section 1. The Chief Executive Officer of Pierce Transit is hereby authorized to enter into and execute the Collective Bargaining Agreement with the International Association of Machinists and Aerospace Workers, Local 297, for the period of January 1, 2025, through December 31, 2027, in substantially the same form as Exhibit A.

ADOPTED by the Board of Commissioners of Pierce Transit at their regular meeting thereof held on the 10th day of March 2025.

PIERCE TRANSIT

---

Kristina Walker, Chair  
Board of Commissioners

ATTEST/AUTHENTICATED

---

Deanne Jacobson, CMC  
Clerk of the Board

# **COLLECTIVE BARGAINING AGREEMENT**

**BY AND BETWEEN THE  
PIERCE COUNTRY PUBLIC TRANSPORTATION  
BENEFIT AREA AUTHORITY CORPORATION  
AND THE  
INTERNATIONAL ASSOCIATION OF MACHINISTS  
AND AEROSPACE WORKERS  
AFL-CIO, DISTRICT LODGE 160, LOCAL 297**

**January 1, 2025 – December 31, 2027**

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## **AGREEMENT**

This AGREEMENT is between PIERCE COUNTY PUBLIC TRANSPORTATION BENEFIT AREA AUTHORITY CORPORATION (hereinafter called the Employer) or any successors or assignees thereof, and INTERNATIONAL ASSOCIATION OF MACHINISTS and AEROSPACE WORKERS, DISTRICT LODGE 160, AFL-CIO (hereinafter called the Union) for the purpose of setting forth the mutual understanding of the parties as to wages, hours and other conditions of employment of those employees for whom the Employer has recognized the Union as the exclusive collective bargaining representative.

### **ARTICLE 1 - SUBORDINATION OF AGREEMENT**

It is understood that the parties hereto and the employees of the Employer are governed by the provisions of applicable state and federal laws. When any provisions thereof are in conflict with or are different than the provisions of this Agreement, the provisions of said state and federal laws are paramount and shall prevail.

### **ARTICLE 2 - RECOGNITION AND BARGAINING UNIT**

The Employer hereby recognizes the Union as the exclusive collective bargaining representative for the purposes stated in RCW Chapter 41.56 as last amended of all employees employed within the bargaining unit defined by the classifications listed in Appendix A to this Agreement. During the term of this Agreement, the Employer will notify the Union of newly created job classifications that share a community of interest with positions represented by the bargaining unit. After conferring with the Union, if no agreement is reached regarding inclusion of a job classification in the bargaining unit, the dispute will be referred to the Public Employment Relations Commission (PERC) pursuant to RCW 41.56. If the job classification is to be included in the bargaining unit, the Employer will negotiate the wage rate and applicable terms and working conditions for such new classifications.

### **ARTICLE 3 - UNION MEMBERSHIP AND DUES**

- A. The Employer agrees to deduct from the paycheck of each employee who has affirmatively authorized it, as evidenced by a signed authorization form provided by the Union to the Employer the regular initiation fees, regular monthly dues and assessments uniformly required of members of the Union. The amounts deducted shall be transmitted monthly to the Union on behalf of the employees. The performance of this function is recognized as a service to the Union by the Employer. Revocation of dues withdrawal will be processed by the Employer within thirty (30) calendar days upon receipt of written notification to the Employer by the Union.
- B. New employees in positions covered by this Agreement, shall be informed that the Union is their exclusive representative, and their position is covered by the terms of this

Agreement.

- C. Per RCW 41.56.035, the Employer shall notify the Union of the hire of new employees in positions represented by the Union and the labor Agreement upon hire.
- D. When new hire orientation classes or sessions are conducted for new employees in bargaining unit positions, the Employer shall provide the Union with advance notice of said orientations and shall permit the Union not less than one (1) hour to give a presentation, answer questions and distribute materials. Attendance in such orientations(s) are voluntary.
- E. The Union shall indemnify and save the Employer harmless against any and all orders or judgments brought against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article, and any and all issues related to the deductions of dues or other payments to the Union, including reimbursement for any legal fees or expenses incurred in connection with any such action when the procedures of this Article are followed by the Employer.

## **ARTICLE 4 - UNION ACTIVITIES**

- A. **Visitation and Conduct of Union Business:** Authorized representatives of the Union may, after notifying the Public Safety Chief, or designee, visit the work location of employees covered by this Agreement at a reasonable time for the purpose of investigating conditions on the job. Such representatives shall confine their activities during such investigations to matters relating to this Agreement. Employer work time shall not be used by employees or Union representatives for the conduct of Union business or the promotion of Union affairs.
- B. **Authorized Representatives:** The Union shall provide the Employer, in writing, with the names of the representatives who are authorized to resolve grievances and who will be serving on the Union's negotiation team.
- C. **Nondiscrimination:** A member of the Union acting in any official capacity whatsoever shall not be discriminated against for lawful acts as such member of the Union.
- D. **Union Bulletin Boards:** The Employer shall provide one Union bulletin board. Postings by the Union and its members shall be confined to such board and shall be limited to the business of the Union.
- E. **Meetings with Employer:** Authorized representatives of the Union will be allowed time off with pay to attend meetings called at the request of the Employer or its duly authorized representatives. This shall apply only to those meetings occurring during the employee's normal work shift. Attendance at meetings during non-work hours will be considered unpaid time.
- F. **Union Business Leave:** Employees will be granted leave without pay to participate in Union activities of a specified duration upon request to the Public Safety Chief, or designee, provided that the employee's absence will not interfere with the operating needs of the work unit. The request will be submitted at least seven (7) business days in advance and cite the duration of the assignment unless this

requirement is waived by the Employer.

- G. **Time in Bargaining:** Employees serving on the Union negotiation team will not be paid by the Employer for time spent in bargaining activities and will be considered to be on leave. However, for pension continuation purposes, such leave for bargaining activities will be paid leave when agreement is made between the Union and Employer, where the Employer is reimbursed by the Union for all salaries, applicable payroll taxes, retirement contributions and fringe benefits paid to or on behalf of the designated employees. Such reimbursement shall be invoiced by the Employer. Upon receipt of an invoice from the Employer, the Union shall remit payment within thirty (30) days.

## **ARTICLE 5 - WORK STOPPAGES**

- A. The Union and the Employer agree that the public interest requires the efficient and uninterrupted performance of all Employer services and to this end pledge their efforts to avoid or eliminate any conduct contrary to this objective.
- B. During the life of this Agreement, the Union shall not cause or condone any work stoppage, strike, slowdown, or other interference with Employer functions by employees under this Agreement. Employees covered by this Agreement who engage in any of the foregoing actions shall be subject to disciplinary action up to and including termination.

## **ARTICLE 6 - MANAGEMENT RIGHTS**

- A. Except as otherwise limited by the terms of this Agreement, the Employer retains all its customary, usual and exclusive rights, decision-making prerogatives, functions, and authority connected with or in any way incidental to its responsibility to manage the affairs of the Employer.
- B. The direction of its working force and operations is vested exclusively with the Employer. Without limitation, but by way of illustration, the exclusive prerogatives, functions, authority, and rights of the Employer shall include the following:
1. To direct and supervise all operations, functions, and policies of the Employer in which the employees in the bargaining unit are employed.
  2. To close or liquidate an office, branch, operation or facility, or combination of facilities, or to relocate, reorganize, or combine the work of division, office, branches, operations or facilities for budgetary or other reasons.
  3. To determine the need for a reduction or an increase in the work force and the implementation of any decision with regards thereof.
  4. To establish, revise, and implement standards for hiring, classification, promotion, quality of work, safety, materials, equipment, uniforms, appearance, methods, and procedures.
  5. To develop, interpret, amend, and enforce written policies, procedures, rules or regulations governing the workplace, including those described in the current Personnel Manual, provided that such policies, procedures, rules or

regulations do not conflict with the provisions of this Agreement.

6. To assign and distribute work, including the assignment of incidental duties connected with positions even if not described in job description/classifications.
7. To assign shifts, workdays, hours of work, and work locations.
8. To discipline, suspend, demote, or terminate an employee for just cause.
9. To determine the need for additional educational courses, training programs, on-the-job training, and cross-training, and to assign employees to such duties for periods to be determined by the Employer.

## **ARTICLE 7- UNION NONDISCRIMINATION**

- A. The Union and Management agree to work cooperatively to ensure the achievement of the principles of non-discrimination. Further, it is mutually agreed that there shall be no discrimination based on Union membership or Union activity. Employees who believe they have been the subject of discrimination are encouraged to utilize the Agency's internal complaint procedures prior to seeking relief through external Agencies.
- B. The term "Employee," as used in this Agreement, includes both male and female employees. Contract language has been written as gender neutral whenever possible.

## **ARTICLE 8 - GRIEVANCE PROCEDURE**

- A. The purpose of this procedure is to provide an orderly method for resolving grievances. A determined effort shall be made to settle any such differences at the lowest possible level in the grievance procedure. It is understood that there shall be no suspension of work, slowdown, or curtailment of services while any difference is in process of adjustment or arbitration pursuant to the terms of this Agreement.
- B. A "Grievance," as is used in this Agreement, means a claim by the Union that the terms of this Agreement have been violated, or that a dispute exists concerning the proper application or interpretation of this Agreement. Grievances shall be processed in accordance with the following procedures within the stated time limits.
- C. Steps in the grievance procedure for disputes involving contract interpretations:  
**STEP 1:** The Union representative shall present in writing to the Public Safety Chief, or designee, and the Labor Negotiator, within ten (10) business days of knowledge of the act or event being grieved, with a copy to the Chief Operating Officer. The grievance shall specify the alleged violations(s) or dispute to include the act or event grieved, the date of the occurrence, the identity of the employee(s) who claims to be aggrieved, the specific provision of the Agreement that has been violated, and the remedy sought. The Public Safety Chief, or designee, shall have ten (10) business days after receipt of the grievance within which to meet and resolve the issue.  
**STEP 2:** In the event that resolution is not reached, and the Union Business Representative believes the grievance has merit, the grievance shall be submitted in

writing to the Chief Administrative Officer, or designee, within ten (10) business days of the step one meeting. The grievance shall specify the act or event grieved, the date of the occurrence, the identity of the employee(s) who claims to be aggrieved, the specific provision of the Agreement that has been violated, and the remedy sought. The Employer will not be required to process a grievance until this information is provided. Grievances that do not meet this condition or are otherwise unclear may be identified by the Employer and referred back to the Union for written clarification.

**STEP 3:** The Chief Administrative Officer, or designee, shall serve as chair of a Grievance Committee consisting of appropriate Employer personnel as designated, who will meet with the employee and the Union representative to review the facts and resolve the grievance. The meeting shall be held within twenty (20) business days after receipt of the written grievance and the committee shall render a written decision within twenty (20) business days after the meeting.

**STEP 4:** In the event the grievance remains unresolved, the grievance may be appealed to arbitration by so notifying the Chief Administrative Officer, or designee, in writing by email, registered or certified mail. Such notification must be received not later than thirty (30) business days after receipt by the Union of the committee's decision.

- D. In the event that a grievance arises that involves disciplinary action, it shall be handled in the following manner:

**STEP 1:** In the event that the Union Business Representative believes the grievance has merit, the grievance shall be reduced to writing and presented to the Chief Administrative Officer, or designee, within ten (10) business days after receipt by the Union of the notice of discipline or the date of removal if the grievance involves immediate removal from the job site as provided in Article 11 – Discipline. The grievance shall specify the act or event grieved, the date of the occurrence, the identity of the employee who claims to be aggrieved, and if applicable, the provision of the Agreement that has been violated, and the remedy sought. The Employer will not be required to process a grievance until this information is provided. Grievances that do not meet this condition or are otherwise unclear may be identified by the Employer and referred back to the Union for written clarification. Thereafter, the Union Business Representative and the employee will meet with a committee chaired by the Chief Administrative Officer, or designee, and other appropriate Employer personnel for the purpose of resolving the grievance. The meeting shall be held within twenty (20) business days after receipt of the request for the meeting. The committee shall render a decision in writing within twenty (20) business days after such meeting is concluded.

**STEP 2:** In the event the grievance remains unresolved, then the grievance may be appealed to arbitration by so notifying the Chief Administrative Officer, or designee, in writing by email, registered or certified mail. Such notification must be received no later than thirty (30) business days after receipt by the Union of the committee's decision.



**E. Arbitration Procedure:**

1. In the event that any grievance, dispute, or controversy, including disciplinary action, cannot be amicably adjusted in accordance with the provision of the grievance procedures defined in Sections C and D of this Article, it may be submitted to arbitration. Either party shall give notice of its intention to arbitrate as required in the applicable step. A list of nine (9) arbitrators shall be requested from the Federal Mediation and Conciliation Service (FMCS). Both parties shall meet and each shall strike a name, until one (1) arbitrator is selected.
2. The Union and the Employer both agree that the submission of a case to arbitration shall be based on the original written grievance submitted following the grievance procedure in Sections C and D of this Article and shall contain the nature of the grievance; act or acts grieved; date of occurrence; actual work performed; identity of employee or employees who claim to be aggrieved; provisions, if any, of this Agreement that the Employer has allegedly violated; and remedy sought.
3. Unless agreed upon in writing by both parties prior to the scheduling of the arbitration, no more than one (1) grievance, dispute, or controversy shall be submitted before the same arbitrator at one (1) hearing.
4. Upon mutual consent of the parties, an important grievance, dispute, or controversy may be severed from the other matters so as not to be heard at the same arbitration session or by the same arbitrator. The Arbitrator shall determine whether good cause has been shown.
5. The Arbitrator shall settle or decide an issue or grievance submitted for arbitration within thirty (30) calendar days from the date on which the arbitration hearing closed.
6. All meetings and hearings under this procedure shall be kept informal and private and shall include only such parties in interest and/or designated representatives.
7. The Arbitrator shall have no authority to alter, modify, vacate or amend any terms of this Agreement, to limit or impair any common law right of the Employer, or to establish or change any wage or rate of pay contrary to the terms of this Agreement. The Arbitrator will not have the authority to make any award that provides an employee with compensation greater than would have resulted had there been no violation of the Agreement. In case of non-disciplinary arbitration, the power and authority of the Arbitrator shall be to hear and decide each non-disciplinary dispute and shall be limited to determining the meaning and interpretation of the terms of this Agreement as herein set forth. The decision of the Arbitrator within these stated limits shall be final and binding on both parties and shall be in accordance with the laws of the state of Washington and the federal laws. The decision of the Arbitrator shall be based solely on the evidence and arguments presented to him/her by the parties in the presence of each other.
8. The parties agree that the power and jurisdiction of any arbitrator chosen

hereunder shall be limited to deciding whether there has been a violation of a provision of this Agreement.

9. The expense of the impartial arbitrator shall be borne equally by the parties. If the arbitration hearing is postponed or cancelled because of one party, that party will bear the cost of the postponement or cancellation. The cost of any mutually agreed upon postponements or cancellations will be shared equally by the parties. Each party shall bear the cost of preparing its own case, including attorney's fees and expenses, regardless of the outcome.
  10. This grievance and arbitration process is the exclusive mechanism to resolve disputes involving the interpretation of this Agreement, including disciplinary actions. If issues raised in a grievance under this Agreement are also subject to claims based on laws independent of this Agreement, the Union and affected employees must choose whether to pursue the grievance and waive the other claims or pursue the independent claims and waive the right to contest the grievance through arbitration. The choice of which route to pursue must be made before requesting arbitration.
  11. No issue whatsoever shall be arbitrated or subject to arbitration under this agreement unless such issue results from an action or occurrence which takes place following the execution date of this Agreement and no arbitration determination or award shall be made by the Arbitrator which grants any right or relief for any period of time whatsoever prior to the execution date of this Agreement. In case of a grievance involving any continuing or other monetary claim against the Employer, no award shall be made by the Arbitrator which shall allow any alleged accruals for more than one hundred eighty (180) calendar days prior to the date when such grievance shall have first been presented.
- F. Any and all time limits specified in the grievance procedure may be waived in writing by mutual agreement of the parties. Failure by the employee/Union to submit the grievance in accordance with these time limits without such waiver shall constitute an abandonment of the grievance. Upon written notice, a retroactive waiver of up to five (5) business days will be provided by management to the Union on Step 2 grievances. Failure by the Employer to submit a reply within the specified time limits shall cause the grievance to advance to the next step of the grievance procedure.

## **ARTICLE 9- FITNESS FOR DUTY EXAMINATIONS**

- A. All employees may be required by the Public Safety Chief, or designee, with the approval of the Chief Administrative Officer, or designee to undergo for cause medical examinations to determine their physical and mental fitness to perform the work of the classification in which they are employed. The cost of these examinations shall be at the expense of the Employer.
- B. Determination of physical or mental fitness will be by a physician designated by the Employer. The Employer will provide this physician with a description of the work to be performed and its physical parameters, as well as a written summary of any

Employer concerns related to fitness for duty. The employee will fully cooperate in the exam, including providing any information and/or medical records that the examining physician deems relevant.

- C. When the examining physician reports that an employee is physically or mentally unfit to perform work in the position in which the employee is employed, such employee shall have a period of three (3) working days from the date of his/her notification of such determination by the examining physician to indicate in writing to the Chief Administrative Officer their intention to submit the question of his/her physical or mental unfitness to a physician of their own choice. The cost of the examination shall be at the employee's own expense. This physician shall also be provided a description of the work to be performed and its physical parameters, as well as a written summary of the Employer's concerns related to fitness for duty. The report of such examination shall be provided to the Chief Administrative Officer not later than twenty (20) working days from the receipt of notification of unfitness of the employee.
- D. In the event of differing medical opinions, the employee shall undergo an examination by a third party physician for resolution. This physician shall be mutually agreed upon by the Employer and the Union and chosen from a list provided by the Union of five (5) licensed physicians on the Washington State Department of Labor & Industries (L&I) current list of registered providers. Failure to agree on an examining physician within thirty (30) days of receipt of the list shall be considered a default to the Employer's examiner unless an extension is mutually agreed upon. The third medical examination shall be the deciding opinion. The cost of this examination shall be at the expense of the Employer.
- E. Actions of the Employer based on the results of the examination are not considered to be disciplinary; however, such actions shall be subject to the grievance procedure in Article 8 of this Agreement.

## **ARTICLE 10- PROBATIONARY EMPLOYMENT**

- A. New employees shall be subject to a probationary period of nine (9) calendar months, provided that the Employer may extend such probation period for a maximum of three (3) additional calendar months. The probationary period shall include the academy and field training programs.
- B. Probationary employees shall not be considered regular employees, and their retention as employees shall be strictly within the discretion of the Employer. Such employees shall not have recourse to the grievance procedure with regard to disciplinary actions including termination. When a probationary employee is terminated, the employee may demand that a Union representative be present.
- C. An employee who is promoted shall be required to complete a probationary period of six (6) calendar months during which retention in the new position will be at the Employer's discretion. However, if the employee fails to successfully complete a probationary period, he/she shall be permitted to return to the position from which he/she was promoted.

- D. Periods of absence from work (both paid and unpaid) as well as time worked in a light or transitional duty assignment will not be included in computing the probationary period.

## **ARTICLE 11 - DISCIPLINE**

- A. Written reprimands, notices of suspension and notices of termination will become a part of an employee's personnel file. The employee and the Union will receive a copy of such reprimands and notices.
- B. An employee may be suspended without pay, demoted or dismissed for cause.
  - 1. The employee or delegate shall be given a copy of the notice of disciplinary action, which includes a statement of reasons for the action.
  - 2. The Union may grieve a written, suspension, disciplinary demotion, or dismissal by filing a written grievance in accordance with the procedures specified in Article 8 – Grievance Procedure, Section D.
  - 3. Suspensions shall be effective not more than ten (10) business days from the date of the notice of discipline, excluding any leaves, days off and holidays of the employee.
- C. If the Employer believes a situation exists requiring the immediate termination or removal from the job site of an employee, the reasons for such decision should be carefully documented. Grounds for immediate dismissal may include:
  - 1. Actions in violation of the Pierce Transit Drug & Alcohol Policy to include:
    - a) The possession of, use of, or impairment by, any illegal or prohibited drug, or misuse of legally prescribed drugs.
    - b) The possession of, use of, or impairment by, alcohol while on duty or in uniform. The term "possession" as used in this article shall not be construed to include the temporary possession of alcohol, drugs or other substances that arises as a result of or in connection with the employee's performance of job duties.
  - 2. Dishonesty;
  - 3. Mishandling of Employer revenues;
  - 4. Insubordination;
  - 5. Striking or abusing a supervisor, customer or fellow employee;
  - 6. Misuse of Agency equipment;
  - 7. Mishandling of physical evidence;
  - 8. Conviction of a crime; and
  - 9. Conduct unbecoming.

## **ARTICLE 12 – SENIORITY**

- A. The following types of seniority are recognized:
  - 1. **Agency seniority** shall be the length of all continuous employment from the employee's most recent date of hire, inclusive of authorized leaves of absence and probationary

period. If an employee is laid off and is recalled to employment, time during layoff will be excluded from agency seniority. No person employed as a temporary employee shall accrue agency seniority.

2. **Classification seniority** shall be the length of continuous service in the specific classification and in all higher classes to which the employee has been promoted or appointed within the bargaining unit. If an employee is laid off and is recalled to employment, time during layoff will be excluded from classification seniority. Employees shall continue to accrue seniority in the lower classification while in the higher classification. Seniority in the higher classification begins on the date of appointment. Employees who are promoted to a classification not included in the bargaining unit shall have their classification seniority frozen and will lose said seniority at the conclusion of one (1) year (to include the probationary period).

- a. An employee who is temporarily appointed to a classification shall not accrue seniority in that classification but shall continue to accrue seniority in their classification.

- B. An employee shall lose all seniority credit in the event of a voluntary or involuntary termination. However, seniority shall not be lost in a lay off situation.

## **ARTICLE 13 - LAYOFF & RECALL**

### **A. Layoff:**

1. In the event of a layoff, the Employer shall determine the classifications in which positions are to be reduced. In determining which employees in the affected classifications will be laid off, primary consideration will be given to individual performance and qualifications required for the remaining jobs. Where there is more than one employee in an affected classification of work and where individual performance and qualifications are substantially equal as reasonably determined by the Employer, seniority in the relevant job classification will be determinative. Employees who are designated to be laid off shall be given thirty (30) calendar days' notice, or as much advance notice as possible, prior to the effective date of the layoff.
2. An employee who is in a classification designated for reduction may displace an employee in any equal or lower classification in the division in which said employee previously held regular status; provided said employee has more seniority in the classification than the employee he/she desires to displace. This right shall be exercised only once in any layoff.
3. Seniority for benefits purposes shall not accrue during layoff.

### **B. Recall:**

1. Employees shall be recalled in the reverse order of layoff as provided in Section A above.
2. Notice of recall shall be sent to employees at their last known address by registered or certified mail. It is the employee's responsibility to keep the Employer

informed of his/her current address. If any employee fails to notify Human Resources of their intent to accept the recall within ten (10) calendar days from the date of mailing the notice of recall, they shall be considered to have quit, shall cease to have seniority, and shall have their name removed from the recall list.

3. Recall rights of any employee shall expire twenty-four (24) months from the date of layoff.

**C. Furlough:**

1. Furlough shall mean a status wherein an employee is placed in an unpaid and inactive status for a period of time, as determined by the Employer.
2. The Employer will determine which classifications will be placed on furlough. Where more than one employee occupies a position in a classification identified for furlough, the Employer will allow at least 24 hours for employee in that classification to volunteer for furlough.
3. Where no employee in the classification identified volunteers, employees will be selected by classification seniority. If the furlough is due to a "temporary or emergent situation" employees selected for furlough may not displace or bump other employees in lower classifications.
4. Medical Benefits: For any non-probationary/trainee employee who is placed on furlough and qualifies by Employment Benefit Security Benefits, the Employer will continue to provide up to two (2) months of Employer paid healthcare insurance if the employee elects to continue benefits under the Consolidated Omnibus Budget Reconciliation Act (COBRA) and pay the employee's portion of the healthcare insurance premiums. If the Employer determines the furlough will be extended past the eight (8) week period, both the IAM and the affected employee(s) will be notified prior to the discontinuance of the COBRA benefits. If the employee has not been or elected to be laid off, she/he will have said COBRA benefits extended for an additional eight (8) weeks. After the eight (8) week COBRA extension and employees remain on furlough, the Employer and the Union will meet to determine the future status of said employees to include healthcare benefits under COBRA.
5. Other Benefits: Employees on furlough will not be permitted to utilize vacation or sick leave. Leave accruals will remain frozen and available to the employee upon her/his return to work. Accrued vacation leave in the year the employee is furloughed may be carried over into the following year. If an employee is separated from employment (resigns, retires, laid-off, etc) during the furlough, leave accruals will be cashed out per the Collective Bargaining Agreement, and/or Pierce Transit Policies.
6. Seniority: While on furlough and not separated from employment, classification seniority will continue. Any probationary period will be extended upon return to work for an amount of time equivalent to the furlough period.
7. Reasonable Contact: Furloughed employees must remain in contact on a once weekly basis with their supervisor and will provide a current phone number to Human Resources. Should an employee fail to notify Human Resources of her/his intention to return to work within three (3) business days from the date of being contacted, the employee will be considered to have quit.

- D. Nothing in this Article or any part of this Agreement is intended to restrict the sole

authority of the Employer to determine the necessity of service reductions, the form of the reduction, or the duration of layoff.

## **ARTICLE 14 - INSURANCE AND OTHER BENEFITS**

### **A. Medical, Vision and Dental Insurance**

#### **1. General – Benefit Information:**

- a. The Employer will provide medical, dental and vision insurance plan coverage for all eligible employees and their dependents.
- b. Employees may waive coverage under the group medical (including vision) insurance plan offered by the Employer if they are covered under another plan. Employees waiving medical (including vision) coverage will receive three hundred dollars (\$300) per month in lieu of Employer provided medical provided Federal and state laws allow. Employees electing to drop medical will be required to provide evidence of alternative coverage and cannot change this election until the annual open enrollment period. Because the AWC Benefit Trust requires a minimum participation rate of seventy-five percent (75%) of all eligible employees in the agency, once the 25% threshold is reached, the program will be closed, and future waiver slots that become available will be offered on a first-come, first served basis on a list maintained by the Employer and shared with the Union. If a married couple or domestic partnership couple is covered by the Employer insurance, neither may receive the opt-out provision by refusing the Employer's insurance.
- c. An employee may elect to cover his/her domestic partner of the Employer's group medical and or dental plan under the same terms and conditions as those applied to a legal spouse. The insurance plan provided will determine the verification documentation required for domestic partnership, spouse, and dependent enrollment.
- d. The Employer will not change the existing medical and vision insurance policies during the term of this Agreement unless by mutual agreement of the Employer and the Union. If an increase in total plan premium exceeds ten percent (10%) in any benefit year, the Employer and the Union agree to discuss selecting a less costly plan. If the parties are unable to agree on a plan for which the increase in the total plan premium does not exceed ten percent (10%), any increase over ten percent (10%) will be split equally between the Employer and each employee.
- e. Medical and Vision plan design is outlined per the AWC Benefit Trust and agreed to between the parties. For employees covered under this Agreement the agreed upon dental insurance will be provided under the IAM Benefit Trust and it shall be the Dental Plan 125. Employees will pay a monthly premium cost for dental insurance equal to 10% of the cost of the insurance.
- f. Employees will be offered the option of participating in a flexible spending account.

#### **2. Medical, Dental and Vision Insurance:**



- a. The Employer will pay the actual premium cost of medical, dental and vision insurance coverage for each participating employee, subject to an employee monthly premium cost share on a tiered rate basis, based on the employee's medical plan and coverage selection to the following:
  - i. Employees regularly scheduled thirty (30) hours or more per week will pay a ten percent (10%) premium cost share for all medical plans.
  - ii. The Vision Service Plan (VSP) or a comparable vision plan, will have a 0% premium cost share. The plans shall be:
    - Kaiser (Group Health) HMO, \$20 Copay/\$200 Deductible Plan
    - Regence, HealthFirst 250 Plan
    - Vision Service Plan (VSP), \$0 Copay Plan
    - Dental Plan 125 (IAM Benefit Trust)
- b. All premium cost sharing will be based on actual AWC rates, except as provided for IAM Dental Insurance coverage in Section A.1.e of this Article.

**B. Life Insurance:**

1. All represented employees shall be enrolled in the group life insurance plan unless coverage is specifically waived. The benefit amount will be equal to one times the insured's annual basic salary. The Employer shall contribute fifty percent (50%) of the cost of this premium for each employee on the plan.
2. The minimum group life insurance coverage shall be five thousand dollars (\$5,000). Whenever, as of January 1 and July 1 the insured's annual basic salary exceeds the amount of insurance in force, the insurance coverage for said insured shall be raised to the next highest thousand (\$1,000).
3. Employees may also purchase an optional supplemental group life insurance plan, the premiums for which shall be the sole responsibility of the participating employee.
4. The Employer may move to a new insurance carrier for Life Insurance, so long as coverage remains equal or better to that which is currently provided to bargaining unit employees.

- C. Assault Benefit:** The Employer shall pay a principal sum of fifty thousand dollars (\$50,000) to an eligible employee who is feloniously attacked in the course and scope of employment for injuries resulting in death, dismemberment or permanent total disability that prevents the employee from returning to the job of injury. This payment will be in addition to the benefits the employee might be entitled to under state workers' compensation laws. For employees claiming dismemberment or a permanent total disability, eligibility for the assault benefit will be determined by the method outlined in Article 9 of this Agreement.

- D. Long-Term Disability:** The Employer shall pay one hundred percent (100%) of the premium for long-term disability insurance for each eligible employee. The long-term disability plan shall have a minimum ninety (90) day waiting/elimination period. The benefit will be a percentage of an individual's monthly base wages up to the plan maximum and as defined by the plan. The Employer may move to a new insurance carrier for Long-Term Disability Insurance, so long as coverage remains equal or better

to that which is currently provided to bargaining unit employees.

- E. **457 Deferred Compensation:** After an employee completes their initial probationary period, the employer will match based on the table below. The match shall be based on years of agency service.

Employees with:	Shall receive up to:
Less than 10 years of service	4.25% of wages matching contribution per calendar year
10-14 years of service	5.25% of wages matching contribution per calendar year
15 – or more years of service	6.0% of wages matching contribution per calendar year

F. **On the Job Injury:**

1. Supplemental Benefit: An employee who is otherwise eligible for sick leave accumulations and who is injured on the job shall be paid to the extent of sixty (60) working days for and within one (1) calendar year following each new and separate injury in addition to, and prior to, the use of sick leave accumulations, and as a supplement to any minimum benefits due under the State Industrial Insurance Act, except as provided hereafter in this Section.
2. Eligibility: The employee's eligibility for this supplemental payment for time-loss compensation and the extent thereof will be based on the eligibility and minimum payments due as determined by the State Department of Labor and Industries (L&I) under the State Industrial Insurance Act. Such employee shall be paid a supplemental account by the Employer which when combined with the L&I minimum payment due will equal (a) ninety percent (90%) of the employee's normal wage for the first (30) days of eligible time-loss, and (b) eighty percent (80%) for the next thirty (30) days of eligible time-loss.
3. Limitations: Such payment shall be made to the extent of sixty (60) working days of eligible time-loss absence and for a period not to exceed one (1) calendar year after the date of injury according to the following schedule:
  - a. Charges shall be made against sick leave accruals, if any, for the date of injury and for the three (3) day waiting period as defined in the State Workers Compensation Act. If injury time loss exceeds seven (7) calendar days, then sick leave used during the three (3) day waiting period shall be returned and compensation computed as provided above.
  - b. After the payment and use of the sixty (60) working days, at the election of the employee, charges shall be made against sick leave accruals, if any, for further time loss due to the injury in order to bring the employee's compensation to the eighty percent (80%) level.
4. Survivor Dependent Medical Coverage. In the event of the death of an employee caused by workplace violence, surviving dependent(s) covered by the decedent's medical, dental and vision plan at the time of the employee's death shall continue to receive Employer medical coverage, via COBRA, with no charge in premium share for a period of six (6) months.

## **ARTICLE 15 -WAGES AND OVERTIME COMPENSATION**

### **A. Wages:**

1. Employees covered by this Agreement shall be compensated in accordance with the wage schedule specified in Appendix A of this agreement. The wage schedule shall reflect an adjustment to bases wages as follows:

January 2025	10%
January 2026	3%
January 2027	3%

2. Wages effective the first full pay period that includes January 1, 2025, contingent on the Union successfully ratifying no later than February 28, 2025.
3. Subsequent adjustments to base wage changes shall be made effective the pay period which includes January 1 of each year.
4. Employees hired after the ratification date of this agreement will begin at the first step in the assigned wage range and will move to the next step at the end of the probationary period, and annually thereafter. Eligibility for any step increase will require satisfactory employee performance as determined by the Public Safety Chief or designee.
5. If the Public Safety Chief, or designee, determines that an employee's performance is unsatisfactory, written notice of such unsatisfactory performance will be given to the employee and the Chief Administrative Officer, or designee, at least ten (10) business days prior to the effective date of the scheduled wage increase. The scheduled increase shall then be suspended until such time that the employee's performance has returned to a satisfactory level.
6. Leaves of absence without pay in excess of fifteen (15) calendar days, except for military leave or for Armed Forces pre-induction purposes, will not be included in computing time for an employee's scheduled annual increase.

### **B. Overtime**

1. The overtime rate of time and one-half the employee's regular base wage shall be paid for hours worked in excess of forty (40) hours in a workweek. Overtime work, whether as part of a single shift or by reason of call back, must be approved in advance by a supervisor. Leave without pay will not be considered time worked for the purposes of computing overtime hours.
2. Work performed by employees on their scheduled day off will be paid at time and one-half the regular base rate of pay when time worked in the workweek exceeds forty (40) hours. Leave without pay will not be considered time worked for the purposes of computing overtime hours.
3. Overtime or premium pay shall not be paid more than once for the same hours under any provision of this Agreement. Whenever two or more overtime or premium rates appear applicable to the same hours, there shall be no pyramiding or adding together of such overtime or premium rates, and only the higher of applicable rates shall apply.

**C. Multi-lingual Pay**

1. Effective January 1, 2025, employees in the Public Safety Officer and Lead Public Safety Officer jobs are eligible for multi-lingual pay.
  - a. Employees must successfully pass a test to be eligible.
  - b. The top seven (7) languages using the U.S. Census for Pierce County will determine which languages employees may test.
  - c. Those that have successfully passed the test will be paid \$250.00 per calendar year.
  - d. Payment will be made in the first full pay period of the calendar year.

**ARTICLE 16 – HOLIDAYS**

- A. The following are holidays for all regular and probationary employees of the Employer:
  - New Year's Day (January 1st)
  - Martin Luther King, Jr.'s Birthday (3rd Monday of January)
  - President's Day (3rd Monday of February)
  - Memorial Day (Last Monday of May)
  - Juneteenth (June 19<sup>th</sup>)
  - Independence Day (July 4<sup>th</sup>)
  - Labor Day (1st Monday of September)
  - Veteran's Day (November 11<sup>th</sup>)
  - Thanksgiving Day (4th Thursday of November)
  - The day immediately following Thanksgiving Day
  - Christmas Day (December 25<sup>th</sup>)
- B. All employees shall have two (2) paid personal holidays per calendar year for which time off shall be mandatory; these days off to be mutually agreed to by both employee and employer. To be eligible for these holidays, employees must have been, or are scheduled to be, continuously employed by the Employer for more than four (4) months as a regular or probationary employee during the calendar year of entitlement.
- C. In addition, employees as specified above, shall be granted such additional holidays as may be determined by the Board of Commissioners from time to time by resolution.
- D. Employees shall receive pay for the holiday provided they are in a paid status for the full shift on both the regular scheduled work day immediately preceding the holiday and the regular scheduled work day immediately following the holiday.
- E. Holiday pay for full-time employees shall be paid for eight (8) hours at the employee's basic rate of pay, exclusive of premium or special pay. Part-time employees shall receive holiday pay equal to the average number of paid hours in the previous pay period divided by ten (10), with holiday pay being not less than four (4) hours nor more than eight (8). Holiday pay does not count towards hours worked for the purpose of calculating overtime.
- F. **Holiday Premium:** Employees covered by the Agreement who work on an actual holiday (not observed) as designated in this Article shall be paid an additional

premium of one-half the employee's regular rate of pay, exclusive of any other special or premium pay for hours actually worked in addition to holiday pay.

- G. Employees otherwise eligible for holiday pay who are scheduled to work on a holiday and unable to work because of illness or injury shall be paid only holiday pay. However, employees scheduled to work ten (10) hours on a holiday, who are unable to work due to an authorized purpose covered by Washington Paid Sick Leave (WPSL) as described in Article 18.C, may elect to supplement the holiday pay with two (2) hours of accrued WPSL.
- H. Employees who are scheduled to work ten (10) hours per day for four (4) days per week, who are not assigned to work on a designated holiday, shall choose from among the following options for the pay period containing the holiday. These options apply to work groups that are not required to revert to 5/8's (eight hours a day, five days a week).
  - 1. Use two (2) hours of vacation leave without pay; or
  - 2. Use two (2) hours of accumulated vacation leave.
- I. **Wellness Days:** Two (2) additional Wellness Days shall be loaded in the first full pay period of the calendar year. For an employee to be eligible, the following conditions have been met the prior year.
  - 1. Employee participated in a documented activity which counted toward the AWC Well City Award and,
  - 2. Employee participated in the annual Wellness Survey.

## **ARTICLE 17 - VACATION LEAVE**

### **A. Rate of Accrual of Vacation Leave:**

- 1. Regular or probationary full-time employees shall accrue vacation leave for each bi-weekly pay period in which they have been in a paid status a minimum of fifty-six (56) hours in accordance with the schedule in Section A.2 of this Article. Part-time employees shall accrue a pro-rated amount proportionate to the number of hours in a paid status not to exceed what a full-time employee would earn. Eligible employees who are on a leave of absence for active training duty or for inductive purposes with the Armed Forces of the United States shall accrue vacation.
- 2. Employees shall accrue vacation leave by reason of tenure. Increases in the accrual rate shall begin in January of the year in which periods of aggregate service are completed according to the schedule below:
  - a. At hire through December 31 in which year 4 is completed: 3.6924 hours each pay period
  - b. On January 1 of the year in which year 5 is completed: 4.6154 hours each pay period
  - c. On January 1 of the year in which year 9 is completed: 5.2308 hours each pay period
  - d. On January 1 of the year in which year 14 is completed: 6.1539 hours each pay period

- e. On January 1 of the year in which years 19 through 28 are completed:  
For each of these years an additional .3077 hour will be accrued per pay period.

**Example:** An employee hired in September 2011 will complete five (5) years in September 2016. On January 1, 2016 the vacation accrual rate will increase from 3.6924 to 4.6154 hours per pay period. The next increase in accruals will take effect on January 1, 2020.

- 3. New employees shall not be eligible for vacation leave until they have completed six (6) months of service but shall accrue vacation based on the above schedule beginning from the date of their appointment.
- 4. Vacation accrual balances shall not exceed an amount equal to two (2) years' accrual. In the event an employee is unable to use vacation prior to exceeding the two (2) year limitation because of continued illness due to job related disability, and provided the employee submits a written request to the Vice President of Administration or designee explaining the employee's circumstances, such unused vacation leave may be allowed to accumulate until the employee returns to work or is separated. Vacation leave in excess of two (2) years' accrual, if not taken within one hundred eighty (180) calendar days after the employee returns to work, shall be forfeited.

**B. Permissible Use of Vacation Accruals with Pay:**

- 1. Vacation leave may not be taken without prior managerial approval and may not be taken in the pay period in which it was earned. Vacation leave shall be scheduled so as to meet the operating requirements of the Employer and as far as practicable, the preferences of the employees.
- 2. Vacation leave shall be charged as actual time used.
- 3. Employees will not request or be authorized to take scheduled vacation if the leave balance is insufficient to cover the absence.

**C. Payment for Vacation:**

- 1. An employee, when terminating employment with the Employer, shall be compensated for vacation leave earned and accrued to the date of separation, provided that new employees who are terminated or who resign during their probationary period shall not be entitled to compensation.
- 2. Employees on a temporary assignment for more than thirty (30) days will have leave taken during the temporary assignment paid at the higher rate.
- 3. Payment for vacation immediately prior to leaving on an authorized vacation may be made at the request of the employee, provided the request is made at least ten (10) days prior to the vacation period and the authorized vacation is not for less than ten (10) working days. After such payment, the employee must take his/her vacation for the entire period for which payment was made.
- 4. Vacation pay shall be pay for a maximum of ten (10) hours per day at the employee's basic rate of pay, exclusive of special or premium pay.

**D. Vacation Sell-Back:** Employees may sell back to the Employer up to forty (40) hours of vacation a year provided the following:

- 1. Employee must have taken forty (40) hours of vacation within the current calendar year and have a minimum of eighty (80) hours of vacation balance remaining after

- the sale;
2. Employee must submit the appropriate form in November of each year for managerial approval;
  3. Requests must be submitted to the Human Resources Department no later than November 30th of the year. Payment will be issued no later than December 31st.

## **ARTICLE 18- SICK LEAVE, WITH AND WITHOUT PAY**

- A. **Introductory Statement:** Washington's paid sick leave law, Initiative 1433, took effect on January 1, 2018 and is published at RCW 49.46 and WAC 296-128. The law applies to all employees covered by this Agreement. To ensure compliance with the law, the Employer and Union agree to two separate sick leave accruals: (1) Washington Paid Sick Leave (WPSL), which is accrued and administered based on the minimum requirements of the law; and (2) Pierce Transit Sick Leave (PTSL), which is an additional leave benefit accrued and administered based on language from the Employer's policies and this Agreement. Accrued sick leave as of December 31, 2017 has been preserved as PTSL.

The Employer and Union recognize that employees have statutory rights to WPSL that may not be abridged by the Agreement or by the Employer's policies. Should any provision of this Agreement or the Employer's policies conflict with the law, then the minimum requirements of the law shall prevail. The specific details concerning the eligibility, accrual, authorized purposes, usage priority, separation rights, notice for use of WPSL, verification of WPSL usage, and other terms of WPSL and PTSL are governed by the Employer's policies, provided nothing in those policies shall conflict with any express language of this Agreement.

- B. **Eligibility for Sick Leave:** The following provisions, unless otherwise specified, apply to all regular and probationary employees:

**1. Accrual – Washington Paid Sick Leave (WPSL):**

- a. **All Employees:** All categories of employees, including full time, probationary and part-time employees accrue WPSL at the statutory rate of 0.025 hours for each hour worked, including overtime hours but excluding paid or unpaid leave. For example, an employee working eight (80) hours in a bi-weekly pay period accrues two (2) hours of WPSL for that pay period. There is no limitation on the amount of WPSL that may be accrued each calendar year.
  - b. WPSL earned shall be credited to an employee's accruals after the completion of each bi-weekly pay period and may not be used in the pay period earned.
- 2. Carryover – Washington Paid Sick Leave (WPSL):** Regular and probationary employees may carryover a maximum of forty (40) hours of accrued WPSL from one calendar year to another. At the end of each calendar year, any accrued WPSL in excess of forty (40) hours will be converted to PTSL. For example, an employee who ends a calendar year with sixty (60) hours of accrued WPSL will have twenty (20) hours of WPSL converted to PTSL.

**3. Accrual – Pierce Transit Sick Leave (PTSL):**

- a. Regular and probationary full time employees shall accrue PTSL for each bi-weekly pay period in which they have a minimum of fifty-six (56) hours in a paid status. The PTSL accrual rate will vary dependent upon the amount of WPSL accrued during the same bi-weekly pay period. WPSL and PTSL, when combined together, will accrue at the total rate of 3.6924 hours for each bi-weekly pay period.

*Example #1:* In a bi-weekly pay period, a full-time employee works eighty (80) hours. The employee accrues two (2) hours of WPSL and 1.6924 hours of PTSL, for a combined total of 3.6924 hours.

*Example #2:* In a bi-weekly pay period, a full-time employee works sixty (60) hours. The employee accrues one and a half (1.5) hours of WPSL and 2.1924 hours of PTSL, for a combined total accrual of 3.6924 hours.

*Example #3:* In a bi-weekly pay period, a full-time employee takes two (2) full weeks of approved paid vacation and does not work any hours. The employee accrues zero (0) hours of WPSL and 3.6924 hours of PTSL.

- b. Eligible employees who are on a leave of absence for active duty training purposes with the Armed Forces of the U.S. shall accrue PTSL.
- c. PTSL earned shall be credited to an employee's accruals after the completion of each bi-weekly pay period and may not be used in the pay period earned.
- d. Part-time employees shall accrue 0.02115 hours of PTSL for each hour worked, including overtime but excluding any types of paid or unpaid leave, and 0.046155 hours for each hour of paid time off where the employee is not working. Part-time employees who have accrued ninety-six (96) hours of combined WPSL and PTSL during the calendar year will stop accruing PTSL for the remainder of the calendar year.

**C. Permissible Use of Paid Sick Leave:**

**1. Washington Paid Sick Leave (WPSL) may be used for the following authorized purposes:**

- a. An absence resulting from an employee's mental or physical illness, injury, or health condition; to accommodate an employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or an employee's need for preventative medical care.
- b. An absence to allow an employee to provide care for a "family member" with a mental or physical illness, injury, or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or care for a family member who needs preventative medical care. Solely for purposes of Article 18.C.1.b, "family member" shall mean a spouse, registered domestic partner, child<sup>1</sup>, parent<sup>2</sup>, grandchild, grandparent,

<sup>1</sup> Child of the employee to include biological, adopted, foster, or step child, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent, regardless of age or dependency status.

<sup>2</sup> Parent of the employee or the employee's spouse or the employee's registered partner to include a biological,



and sibling.

- c. When the Employer has been closed by order of a public official for any health-related reason, or when an employee's child's school or place of care has been closed for any health-related reason.
- d. Any absence that qualifies for leave under Washington's Domestic Violence Leave Act, RCW 49.76.
- e. Bereavement leave as defined per Article 19 – Bereavement Leave.

**2. Pierce Transit Sick Leave (PTSL) may be used for the following purposes:**

- a. Injury or illness of employees to the extent it constitutes a hazard to the safety or health of themselves or other employees.
- b. Medical or dental care for the employee.
- c. Quarantine of employee by a medical provider or health official due to exposure to contagious disease.
- d. On-the-job injuries during the first three (3) days if not eligible for Worker's Compensation.
- e. Serious injury or illness to immediate family members to whom the employee is providing care. Solely for purposes of Article 18.C.2.e, "immediate family member" shall mean a spouse or registered domestic partner, a biological, adopted, foster or step-child under eighteen (18) years of age or a child or any age who is incapable of self-care because of a mental or physical disability, a biological, adoptive, foster or step-parent, a parent-in-law, a grandparent, or a grandparent-in-law.
- f. Bereavement leave as defined per Article 19 – Bereavement Leave.
- g. Serious injury or illness to those relatives dependent upon the employee, constituting an emergency or crisis, and requiring the attention of a physician subject to the requirements of subsection 18.E.7. hereinafter set forth.
- h. Pre-induction physical for service in the U.S. Armed Forces.
- i. Illness or disability due to pregnancy or conditions related thereto.
- j. Any qualifying use of accrued sick leave under statutory regulations, such as Family Medical Leave Act (FMLA), Military Family Leave Act (MFLA), Family Care Act (FCA), Domestic Violence Leave, Pregnancy Disability, etc.

**D. Requirements for Washington Paid Sick Leave (WPSL):**

All requirements relating to WPSL to include employee notification requirements for foreseeable and unforeseeable absences, medical verifications for absences exceeding three (3) consecutive days are as described in the Employer's policies.

**E. Requirements for Pierce Transit Sick Leave (PTSL):**

**1. Notice and Verification.**

- a. Employees should provide at least twenty-four (24) hours' notice to his/her supervisor of the need to miss work to attend pre-scheduled

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adoptive, de facto, foster, or step parent or a legal guardian or a person who stood in loco parentis when the employee was a minor child.

medical or dental appointments. Appointments so scheduled and requiring four (4) hours or less of absence will not count as a "sick leave occurrence" for disciplinary purposes. Written medical verification upon the approved form must be submitted to qualify for this exemption.

- b. Employees relieved from work in response to a family medical emergency of four (4) hours or less will not be charged with a sick leave occurrence. Family members shall be as defined in this Article 18.C.2.e. Written medical verification upon the approved form must be submitted to qualify for this exemption. Employees are limited to three (3) exemptions for such emergencies per calendar year.
2. PTSL shall be charged as actual time used.
3. If unable to report for duty, employees must notify the supervisor no later than one (1) hour prior to the beginning of the assigned shift and provide a reason for the absence. Failure to call in at least one (1) hour prior to the scheduled report time constitutes a "late report."
4. Employees must keep their supervisor informed of their condition if an absence exceeds four (4) working days in duration.
5. For each absence an employee must submit upon the approved form an explanation of the reason for such absence. A statement by the attending physician is required if an absence caused by illness or injury to the employee extends beyond three (3) working days, or for each absence, if requested by the supervisor.
6. Employee must permit home visits or medical examinations at the expense and convenience of the Employer. A Union representative shall be permitted to accompany the Employer on such home visits.
7. PTSL shall be granted to an employee for a health condition suffered by a child under eighteen (18) years of age which requires treatment or supervision. In the event of any such absence, a statement by the attending physician attesting to the nature and seriousness of said injury or illness shall be required, if requested by the supervisor.  
Upon approval by the supervisor, a maximum of five (5) days of PTSL may be granted for a serious illness or injury suffered by a relative (other than a child under 18 years of age) who is dependent upon the employee. In the event of any such absence, a statement by the attending physician attesting to the nature and seriousness of said injury or illness shall be required, if requested by the supervisor.
8. Employees on a temporary assignment for more than thirty (30) days will have leave taken during the temporary assignment paid at the higher rate.
9. Employees separating employment with the Employer prior to the completion of the probationary period shall not be compensated for any accrued PTSL.

**F. Enforcement of Sick Leave Provisions (applicable to both WPSL and PTSL):**

1. Misrepresentation of any material facts in connection with the usage of sick leave (WPSL and/or PTSL) by any employee shall constitute grounds for

suspension or termination.

2. Sick leave (WPSL and/or PTSL) pay shall be withheld in the event of unauthorized use.

**G. Cash-Out of Sick Leave Accruals at Separation (applicable to both WPSL and PTSL):**

After completion of the probationary period, employees separating employment from the Employer shall be compensated for accrued sick leave as follows:

1. An employee separated from the Employer due to death or retirement for disability or length of service from the pension system shall be compensated to the extent of fifty percent (50%) of sick leave accruals, including both WPSL and PTSL, up to a maximum accrual of nine hundred sixty (960) hours. All accrued WPSL will be compensated first, followed by accrued PTSL, for a combined cash-out total of nine hundred sixty (960) hour maximum.  
*For example*, an employee who separates with forty (40) hours of WPSL and two thousand two hundred (2,200) hours of PTSL will be compensated for forty (40) hours of WPSL and nine hundred twenty (920) hours of PTSL, for a combined total of nine hundred sixty (960) hours cashed out. All WPSL will be cashed out at the employee's "normal hourly compensation", as that phrase is defined by Washington law. All PTSL will be cashed out at the employee's base rate of pay (without premiums or specialty pays).
2. A regular employee separated in good standing from the Employer for any reason other than death or retirement shall be compensated at twenty percent (20%) of sick leave accruals, including both WPSL and PTSL, up to a maximum accrual of nine hundred sixty (960) hours. All accrued WPSL will be compensated first, followed by accrued PTSL, for a combined cash out total of up to the nine hundred sixty (960) hour maximum. All WPSL will be cashed out at the employee's "normal hourly compensation", as that phrase is defined by Washington law. All PTSL will be cashed out at the employee's base rate of pay (without premiums or specialty pays).

**H. Reinstatement of Sick Leave Upon Rehire:**

1. An employee separated from the Employer due to layoff may, if reinstated within a two (2) year period, have sick leave (both WPSL and PTSL) accruals restored upon repayment to the Employer of the twenty percent (20%) payment as herein provided.
2. An employee who is rehired by the Employer within twelve (12) months of separation may have WPSL restoration rights, as required by Washington law and described in the Employer's Sick Leave policy.

**I. Leave of Absence Without Pay:**

Upon application by a regular employee, a leave of absence without pay may be granted by the Chief Administrative Officer, or designee, for the entire period of disability because of sickness or injury. The application will include medical documentation supporting the need for the leave and the date the employee will be or is expected to be able to return to work. Any request for an extension of the leave of

absence beyond the original return to work date must be substantiated by specific information from the attending physician or from a designated physician as to the underlying facts and circumstances that prevent the employee from returning to duty. In event of a failure or refusal to supply such a document or if the document does not clearly show sufficient disability to preclude an employee from the performance of his/her duties, the Chief Administrative Officer, or designee, may cancel such leave of absence and require the employee to report for duty on a specified date. In the event the employee is unable to return to work and perform the regular duties of his/her classification, with or without a reasonable accommodation, the Employer may proceed with a no-fault medical separation from employment.

## **ARTICLE 19 - BEREAVEMENT LEAVE**

- A. All regular and probationary employees are eligible to take bereavement leave for the death or funeral of a spouse or domestic partner, parent, step-parent, parent-in-law, foster parent, brother, brother-in-law, sister, sister-in-law, child, step child, foster child, grandparent, grandchild, son-in-law, daughter-in-law, aunt or uncle of the employee. Pay is subject to the requirements of subsection B of this Article.
- B. Upon approval by the supervisor, a maximum of five (5) days sick leave may be granted for the death of an individual in a category of relationship set forth in Subsection A of this Article.
- C. **Enforcement of Bereavement Leave Provisions:**
  - 1. Misrepresentation of any material facts in connection with the usage of leave for bereavement purposes by any employee shall constitute grounds for suspension or termination.
  - 2. Paid leave pay shall be withheld in the event of unauthorized use.

## **ARTICLE 20 – WASHINGTON PAID FAMILY MEDICAL LEAVE**

RCW 50A.04 provides a Paid Family Medical Leave (PFML) benefit to workers in Washington state. To fund this benefit the tax rate will be used to calculate the amount of the employee's wage earnings to be deducted via a payroll tax. The tax rate may be adjusted as authorized by RCW 50A.04.115. Pierce Transit will contribute the amount which employers are required to contribute towards the employee medical leave portion of the premiums. A maximum limit on the amount of employee wages subject to taxation will be set by the commissioner annually.

The parties agree that Pierce Transit will collect the employees' portion of premiums and surcharges and remit them to the state as required by statute, and the employees agree to allow such deductions.

## **ARTICLE 21 - JURY DUTY AND COURT APPEARANCES**

- A. Jury Duty:** Employees who lose time from an assigned schedule of work because of jury duty service shall be paid for such time lost at their basic hourly rate; jury duty fees shall be offset against such pay. As soon as practicable, employees shall furnish the Employer a written statement from the court, on a form approved by the Employer, showing the days of jury duty and the amount of jury duty pay they were eligible to receive for each day.
1. Employees with shifts ending prior to 5:00 p.m. will be required to report to work when three (3) or more hours of the regularly scheduled shift remain after release by the court.
  2. Employees with shifts beginning after 2:00 p.m. who are required to be present at court for four (4) or more hours will be excused from duty on that day and will be paid as provided in Section A. above.
- B. Court Appearance:**
1. An employee required to testify in court or before an administrative agency during off duty hours for matters directly arising out of his/her duties on behalf of the Employer shall be paid a minimum of two (2) hours at the basic hourly rate. Where such attendance is an extension of the end of the regularly scheduled shift this minimum shall not apply. Court minimum shall be paid unless the court appearance cancellation information is available to the employee by 5:00 p.m. the day before a required appearance.
  2. Telephonic Testimony: Subject to the provisions in B.1 of this Article, an employee shall be paid a minimum of one (1) hour at his/her basic hourly rate of pay when allowed to provide testimony via telephone in lieu of a live courtroom appearance.
- C. Employees shall not be eligible for paid court appearances when:**
1. Subpoenaed to serve as a witness or called to make a deposition in a case in which Pierce Transit is a defendant if the employee is a plaintiff in the case.
  2. Service is not directly related to the business of the agency.

## **ARTICLE 22 - OTHER STANDARD WORKING CONDITIONS**

- A. Bus Passes:** All current and retired employees of the Employer and one family member are eligible for transit passes from the Employer. ORCA cards are issued for the exclusive use of active employees.
- B. Payday:** Payday shall be every other Friday.
- C. Safety Standards:** The Employer and the Union mutually agree that there shall be compliance with legally binding safety standards as outlined in applicable federal and state regulations, and any other Pierce Transit Safety Policies.
- D. Retirement System Coverage:** Bargaining unit employees shall be members of the Public Employees Retirement System (PERS) except that individuals previously employed by the City of Tacoma will be reenrolled in the City's retirement plan.

- E. **Mileage:** Bargaining unit employees required to use their own private vehicles on the job shall be reimbursed at the prevailing IRS rate.

## **ARTICLE 23 -WORKING CONDITIONS**

- A. **Workweek:** Forty (40) hours will constitute a workweek. This period will normally consist of five (5) eight (8) hour days with two (2) consecutive days off. The Employer reserves the right to adopt a workweek consisting of four (4) ten (10) hour days (4/10's) with three (3) consecutive days off. If a 4/10 schedule is implemented, provisions of this Agreement relative to eight (8) hour days shall be converted to a ten (10) hour application. Note: For those employees on a 4/10 schedule, reference Article 16 – Holidays, Subsections H and I.; Article 17 – Vacation, Subsection C.4.; and Article 18 – Sick Leave, Subsections D and E.2 for how to make appropriate adjustments when holidays or leave fall or are taken within the workweek.  
Hours of Work: Schedules will be developed, by November 30, on an annual basis and bid per the work assignments section.
- B. **Assignment of Overtime:** The most cost-effective, productive solutions will be considered in assigning overtime.
1. Voluntary overtime with seventy-two (72) or more hours of advanced notice will be assigned to the most senior employee who volunteers so long as it occurs within a reasonable time period. On the overtime posting, management will provide employees with a reasonable period by which to volunteer for the overtime assignment and will specify a date and time by which the overtime assignment will be made.  
Voluntary overtime with less than seventy-two (72) hours of advanced notice will be assigned on a first come, first served basis.  
Employees working voluntary overtime must maintain a minimum of eight (8) hours between one work day to the next work day. The Employer may mandate overtime if employees do not volunteer. Assignments will be made in reverse order of seniority. If no employees have volunteered at least twenty-four (24) hours in advance, or if the notice is given with less than twenty-four (24) hours notice, Section C will be enforced.
- C. **Rotating Mandatory Overtime Lists:** To ensure an equitable distribution of mandatory overtime assignments, a rotating overtime list shall be established and maintained.
1. **Initial Listing:** Employees shall be listed in their shift's mandatory overtime list in order of inverse seniority, with the least senior employee at the top of the list and the most senior employee at the bottom.
  2. **New Employees:** Once an employee completes field training, they will be added to the top of the list.
  3. **Assignment of Overtime:**

- a. When mandatory overtime is necessary, the employee at the top of the list, currently on shift, will be mandated to stay after their shift to cover part or all, of the overtime for the adjacent shift. After an employee has been assigned mandatory overtime, their name will be moved to the bottom of the list. Employees currently working voluntary overtime, will not be mandated.
  - b. Employees who have been assigned but are unavailable for mandatory overtime must use their accrued leave to cover the overtime assignment. Leave will be used in the following order, sick leave, vacation, personal holiday. If an employee does not have sufficient leave, it will be considered an unexcused absence.
  - c. Once per shift bid, an employee may waive a mandatory overtime assignment without using leave accruals.
  - d. If all mandated employees utilize their waiver or leave, management may fill the vacancy with any other means.
  - e. If an employee is unavailable or excused from mandatory overtime, their name shall remain at the top of the list until they are available.
- 4. **Notification:** Employees shall be notified of their overtime assignments as early as possible.
- 5. In situations that the Employer deems emergent, such as weather-related conditions, accidents, or security incidents, the Employer will assign overtime to the employee(s) possessing the skills and abilities necessary to effectively and efficiently address the issue.
- D. **Minimum Time Credit:** Employees shall receive a minimum of two (2) hours work each time they are required to report for work, except when attending committee or administrative meetings on a voluntary basis. In these instances, the minimum shall be one (1) hour.
- E. **Call Back:** A minimum of two (2) hours shall be paid for reason of call back when required to report for work in excess of the employee's established workday or workweek.
- F. **Training Pay:**
  - 1. Employees assigned to train Public Safety Officers shall be paid an additional two dollars (\$2.00) per hour for actual training hours worked when working in such an assignment, time shall be paid to the nearest quarter hour.
  - 2. Field Training Officers shall be paid an additional three dollars (\$3.00) per hour for actual hours worked when working in such an assignment, time shall be paid to the nearest quarter hour. The Chief will determine which Public Safety Officers will be designated as a Field Training Officer. There shall be no pyramiding of training pay.
- G. **Acting Pay:** Employees temporarily assigned by the Chief to assume the full scope of duties of a non-represented position for a term that exceeds 15 calendar days will receive a higher rate of pay for the duration of the assignment. The employee will be placed on the step of the appropriate salary grade that most closely approximates a 5% increase over base wage excluding overtime and all other premium pays.

## H. **Work Assignments:**

1. Shift bidding for regular employees shall occur three times a year during the second week of January, May and September as follows:
  - a. The new schedule shall be posted at least five (5) working days prior to signing.
  - b. In order of classification seniority, employees will select an assignment.
  - c. Probationary employees will not participate in the bidding process and will be required to rotate their shift assignments per departmental needs and/or training objectives. Once the new employee has passed probation, he/she will be placed into a shift slot available from the most recent shift bidding process or a shift that has been vacated.
2. **Mini Shake-up:** In the event one (1) or more existing shifts become vacant and is necessary to fill, is deleted, and more than forty-five (45) calendar days remain prior to master shake-up, the vacancy will be offered to all Public Safety Officers and the most senior who is interested will be assigned. If the vacant shift is from the least senior employee leaving, or if the mini-shakeup results in insufficient staffing at a particular time, management may assign the least senior employee(s) to a shift, based on operational need, for the duration of the shakeup.
3. **Shift Trading:** To provide some relief for employees working the graveyard shift, with management approval, a voluntary shift trade is allowed between a graveyard shift employee with either a day shift or swing shift employee so long as the voluntary shift trade does not incur overtime for either employee. The voluntary shift trade shall be for a consecutive period not to exceed one (1) month and shall be limited to no more than one (1) voluntary shift trade per bid cycle. Voluntary shift trades between day shift and swing shift employees are not allowed.
4. The Employer reserves the right to assign employees and/or modify work schedules to meet the reasonable operating requirements of the department.

## I. **Shift Differential Pay:**

1. Employees are eligible for shift differential when they bid to a swing or graveyard shift:
  - a. Employees will receive shift differential for all hours paid based on the shift that they bid. Any temporary shift trades or overtime worked during a shift different than what an employee bid, will not result in the removal or addition of shift differential for those hours paid.
  - b. An employee who completes probation prior to the next scheduled bid, will receive the shift differential associated with the shift they are assigned at the completion of probation.
  - c. Shift differential pay will be applied to the following shifts:
    - 1) Swing shift – \$1.50
    - 2) Graveyard shift – \$3.00
  - d. For purposes of applying shift differential, shifts will be identified as swing or graveyard during the shakeup process.
    - 1) Swing Shift: between 2:00pm (1400) and midnight (2400)
    - 2) Graveyard shift: between 9:00pm (2100) and 7:00am (0700)



- 3) Employees will receive the shift pay where the majority of their bid lands. For example, if an employee bids for a shift that begins at 1:00pm, they will receive the swing shift differential pay for the entire shift and all hours paid.
  - 4) Employees who bid a shift that has an equal number of hours in one shift and another shift will receive the shift differential associated with the earlier shift. For example, if an employee bids a shift that begins at 7:00pm, they will receive the swing shift differential.
- J. **Meal Periods:** Pursuant to RCW 49.12.187, as amended by SSB 6054, Laws of 2003 c. 401, laws of 2003, the Employer and Union agree to meal periods that vary from and supersede the rules and policies adopted by the Department of Labor and Industries in WAC 296-126-092 under the Industrial Welfare Act with respect to meal periods. Employees working a straight shift of up to ten (10) hours are permitted to eat intermittently during their shift as duty requirements allow. The work schedule will not require an unpaid meal break as part of the assigned shift; such employees are not entitled to relief from duty while they eat.
- K. **Work Apparel and Equipment:** The Employer shall supply employees with uniforms and/or personal protective equipment on the basis of need. Only items authorized and issued by the Employer may be used while on duty. If the nature of the assignment shortens the expected useful life, replacements shall be issued more frequently on a case-by-case basis. Employer supplied clothing, equipment and materials shall remain the property of the agency; upon separation of employment an employee shall return all such items unless otherwise approved by the Public Safety Chief.
- L. **Footwear:** The Employer will reimburse each employee via receipt and reimbursement for the purchase of appropriate, approved footwear to a maximum of two hundred dollars (\$200) every calendar year.
- M. **Notification Requirements:** Employees are required to report all arrests, criminal citations, and any court-imposed sanctions or conditions that may affect their fitness for duty to the supervisor or designee within twenty-four (24) hours or prior to their scheduled work shift, whichever occurs first.
- N. **Drug and Alcohol Testing:** The Employer is committed to promoting high standards of employee health, safety and conduct. In order to ensure the integrity of the department and preserve public trust and confidence, employees may be screened or tested to determine the presence of alcohol and/or controlled substances. This shall include random testing, as well as reasonable suspicion testing. The Employer will follow the applicable policies and procedures established in the Pierce Transit Drug and Alcohol Policy and Procedure Manual in administering this program.
- O. **Direct Deposit:** Payday shall be every other Friday. Pay will be made by direct deposit or cash debit card only.

## **ARTICLE 24 - SAVING CLAUSE**

Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions thereof, and the remaining parts or portions thereof shall remain in full force and effect. Both parties agree to immediately attempt to renegotiate such invalidations to a form acceptable to both parties.

## **ARTICLE 25 - ENTIRE AGREEMENT**

- A. The Agreement expressed herein in writing constitutes the entire agreement between the parties and no express or implied statement or previously written or oral statements shall add to or supersede any of its provisions.
- B. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waive the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement. All terms and conditions of employment not covered by this Agreement shall continue to be subject to the Employer's direction and control.

## **ARTICLE 26 - DURATION**

**Term of Agreement:** This Agreement shall remain in full force and effect from January 1, 2025 through December 31, 2027 provided, however, that this Agreement shall be subject to such change or modification as may be mutually agreed upon by the parties hereto. It is the intent of the parties to this Agreement that negotiations for change or modification shall begin at least ninety (90) days, and in no event later than sixty (60) days, prior to the termination of this Agreement.

**COLLECTIVE BARGAINING AGREEMENT**  
**BY AND BETWEEN THE**  
**PIERCE COUNTY PUBLIC TRANSPORTATION**  
**BENEFIT AREA AUTHORITY CORPORATION**  
**AND THE**  
**INTERNATIONAL ASSOCIATION OF MACHINISTS**  
**AND AEROSPACE WORKERS**  
**AFL-CIO, DISTRICT LODGE 160, LOCAL LODGE 297**

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

FOR THE PIERCE COUNTY PUBLIC TRANSPORTATION BENEFIT AREA  
AUTHORITY CORPORATION:

\_\_\_\_\_  
Board of Commissioners, Chairperson

\_\_\_\_\_  
Mike Griffus, Chief Executive Officer

\_\_\_\_\_  
Deana Jacobson, Clerk to the Board

FOR THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE  
WORKERS:

\_\_\_\_\_  
Zachary W. Collins, Business Representative, I.A.M District 160

**APPENDIX A - WAGES**

Job Code	Classification Title	Effective Date	Step 1	Step 2	Step 3
1359	Public Safety Officer	1/1/2025	31.63	33.83	37.95
		1/1/2026	32.58	34.84	39.09
		1/1/2027	33.56	35.89	40.26

### **LIST OF MOAs/MOUs**

Any MOAs/MOUs not listed here at the time of ratification are considered expired and no longer valid. Additional MOAs/MOUs may be developed through the term of the agreement by mutual agreement by both parties.

**TITLE:** Appointing William Terrance, Day-Z Gould-Wong, and Brett Simon to the Community Transportation Advisory Group (CTAG)

**DIVISION:** Planning & Community Development

**SUBMITTED BY:** Tammy Apthorp, Community Development Coordinator – CTAG Liaison

**RELATED ACTION:**

Resolution No. 12-026 Authorizing the creation of CTAG

Resolution No. 14-011 Revising CTAG Charter

Resolution No. 15-007 Amending CTAG Charter

**ATTACHMENTS:** Proposed Resolution  
Exhibit A, Candidate Applications

**RELATION TO STRATEGIC PLAN:** N/A

**BUDGET INFORMATION:** N/A

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## BACKGROUND:

The purpose of the CTAG is to offer an opportunity for community stakeholders to provide feedback and suggest improvements and recommendations on plans, policies, and services offered by Pierce Transit. CTAG is an integral part of the Agency's overall public involvement efforts and an important conduit for obtaining public input, communicating to the public and encouraging public support for transit. Pierce Transit's Community Transportation Advisory Group (CTAG) is comprised of no less than nine (9) and no more than twelve (12) community members.

There are currently two vacancies on the CTAG. It is the preference of CTAG to recruit more than the minimum number of members to ensure the minimum is maintained if unexpected departures occur throughout the year.

As provided by the CTAG Charter, the Agency recruits and selects new CTAG members through a competitive application process. The Agency conducts a public application and recruitment process to fill CTAG vacancies with members that represent the broad diversity of the Pierce Transit service area. Advertisements ran in local weekly papers, shared through the Tacoma-Pierce County, Puyallup, Fife, and Lakewood Chambers of Commerce, and were posted via Pierce Transit's website, Facebook and Twitter accounts, and the agency's community newsletter.

The CTAG Liaison arranged applicant interviews based upon how prior work experience, education or volunteer activities contributed to the improvement of public transit, how they felt public transit benefits people who do not regularly ride the bus, leadership experience and what community networks or groups would be served by their presence on CTAG. Then, a selection committee comprised of CTAG Chair Marlene Druker and Pierce Transit staff member Tammy Apthorp (CTAG Liaison), Rachel Holzhaeuser, and Ashley Bailley participated in the interviews, ranking candidates according to type and size of constituent group represented, leadership experience, community connections and communication opportunities, and ability to bring unique perspective to CTAG.

Following the completion of interviews, William Terrance and Day-Z Gould-Wong are recommended by the selection committee to fill current CTAG vacancies. Their terms will begin April 24, 2025. Brett Simon is recommended by the

selection committee to fill as an alternate appointment for any vacancy that occurs within the next 12 months. Brett's term will begin May 22, 2025.

STAFF RECOMMENDATION:

Appoint William Terrance and Day-Z Gould-Wong to a CTAG term beginning April 24, 2025, and ending April 27, 2028. Appoint Brett Simon to a CTAG alternate term beginning May 22, 2025, for any vacancy that occurs within the next 12 months.

ALTERNATIVES:

Decline to appoint any or all the proposed candidates for appointment to the CTAG and direct staff to continue the recruitment process to allow additional applicants to materialize.

PROPOSED MOTION:

Move to: Approve Resolution No. 2025-005, appointing William Terrance and Day-Z Gould-Wong to a CTAG term beginning April 24, 2025, and ending April 27, 2028, and Brett Simon to a CTAG alternate term beginning May 22, 2025, for any vacancy that occurs within the next 12 months.

**RESOLUTION NO. 2025-005**

1 A RESOLUTION of the Board of Commissioners of Pierce Transit Appointing William Terrance, Day-Z Gould-  
2 Wong, and Brett Simon to the Community Transportation Advisory Group (CTAG)

3  
4 WHEREAS, the Board adopted the Charter and created the Community Transportation Advisory Group  
5 (CTAG) on August 13, 2012; and

6 WHEREAS, the purpose of the CTAG is to offer an opportunity for community stakeholders to provide  
7 feedback and suggest improvements and recommendations on plans, policies, and services offered by Pierce  
8 Transit; and

9 WHEREAS, the CTAG is an integral part of the Agency's overall public involvement efforts and an  
10 important conduit for obtaining public input, communicating to the public and encouraging public support for  
11 transit; and

12 WHEREAS, two vacancies currently exist on the CTAG; and

13 WHEREAS, the Agency has conducted a public application and recruitment process to fill CTAG  
14 vacancies and bring on additional members that represent the broad diversity of the Pierce Transit service area;  
15 and

16 WHEREAS, the Agency has screened applications and interviewed prospective applicants for CTAG and  
17 recommends William Terrance and Day-Z Gould-Wong for regular appointment to the CTAG for a term  
18 beginning April 24, 2025, and ending April 27, 2028; and

19 WHEREAS, the Agency recommends Brett Simon for an alternate appointment to the CTAG, starting  
20 May 22, 2025, to fill any vacancy that occurs within the next 12 months.

21 NOW THEREFORE, BE IT RESOLVED by the Board of Commissioners of Pierce Transit as follows:

22 Section 1. The Board of Commissioners hereby appoints William Terrance and Day-Z Gould-Wong  
23 for regular appointment to the CTAG for a term beginning April 24, 2025, and ending April 27, 2028.

24 Section 2. The Board of Commissioners hereby appoints Brett Simon for alternate appointment to  
25 the CTAG beginning May 22, 2025, to fill any vacancy that occurs within the next 12 months.

26 ADOPTED by the Board of Commissioners of Pierce Transit at their regular meeting thereof held on the  
27 10th day of March 2025.



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PIERCE TRANSIT

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Kristina Walker, Chair  
Board of Commissioners

ATTEST/AUTHENTICATED

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Deanne Jacobson, CMC  
Clerk of the Board

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# william.t.terrance@gmail.com

William Terrance

Submission Date Jan 8, 2025 2:33 PM

Name: William Terrance

Contact Phone: [REDACTED]

Email: [william.t.terrance@gmail.com](mailto:william.t.terrance@gmail.com)

Address [REDACTED]  
[REDACTED]

Do you live, work, volunteer, or attend school in the Pierce Transit service area? ☒ Yes

Occupation (former if retired): King County Metro Customer Information

Employer (if applicable): King County

In what languages are you fluent? English

Indicate the areas of interest or group perspectives you bring to CTAG (check all that apply): ☒ Persons with disabilities ☒ Sound Transit

Which transit options do you frequently use? Check all that apply. ☒ Park and ride lots ☒ Sound Transit ☒ Pierce Transit ☒ ORCA card ☒ Runner

Can you regularly attend monthly CTAG meetings (either virtually or in person) on the fourth Thursday of each month from 5:30 pm to 7:00pm? ☒ Yes

1. Describe the top three public transportation issues of concern and importance to you. Scheduling equity  
Access for all  
Safety of operators & riders

2. List the communities and groups you belong to. How, as a CTAG member, would you I am a shop steward for Amalgamated Transit Union Local 587, our membership works in King County but many live in Pierce county and I

advocate for these groups as it pertains to Pierce Transit plans and projects?

would want to make sure we have the ability to get to and from our job sites for our shifts.

I volunteer with the Tacoma Tool Library, many of our borrowers would like to use the bus, especially now with the Main Branch of Tacoma Public Library opening again. I would love to find a way for folks to be able to carry more when boarding public transit, as long as they can create space for others.

I am a disabled rider who uses hearing aids and reading messages to navigate, I would like to make sure information is clear and extra noise is limited for folks who need assistance.

I ride a bike for transportation and would like to make sure we have adequate connectivity for people who need to use a bike as transport.

I am a commuter and would like to optimize connections between regional and local transit.

3. Please explain how your background or experience qualifies you for membership on the CTAG. You may upload a brief bio or resume below.

My background and experience make me a strong candidate for membership on the Pierce County Community Transportation Advisory Group (CTAG) because of my extensive work in public transportation, community engagement, and data-driven decision-making.

1. Professional Experience in Public Transit: As a Transit Customer Information Specialist with King County Metro, I have direct experience helping riders navigate transit systems and ensuring equitable access to transportation services. This role demonstrates my ability to engage with diverse populations and address their transportation needs effectively.

2. Community Engagement: My work with the Tempe Bicycle Action Group highlights my dedication to improving transportation infrastructure and engaging with the public. By coordinating the Tempe Bike Count and presenting data to stakeholders, I've shown that I can advocate for transportation initiatives that benefit the community.

3. Leadership and Collaboration: Through my management of large projects like the Cactus League Spring Training security team and Tempe Tour de Fat, I've proven my ability to coordinate with teams, manage resources, and execute complex operations. These skills would allow me to contribute meaningfully to the strategic planning of transportation initiatives.

4. Data Analysis and Problem-Solving: I have experience conducting data analysis for the Tempe Bike Count and creating Tableau dashboards for Seattle Municipal Court. These experiences demonstrate my ability to use data to inform decisions and communicate effectively with stakeholders. I would bring this evidence-based approach to the advisory group.

5. Advocacy for Equity and Accessibility: My work with the King County ARWAG (Anti-Racist White Action Group) and my suggestion for microaggressions training at King County Metro reflect my commitment to fostering equity. This perspective is essential for ensuring inclusive transportation services, and I would bring that focus to CTAG.

6. Policy and Research Background: With a Master of Public Policy degree and academic training in GIS and statistics, I have the technical and theoretical knowledge to contribute to transportation policy discussions. My role as a Research Assistant editing a globally focused policy book also demonstrates my ability to synthesize complex information and collaborate across disciplines.

7. Personal Interest in Public Transportation: I am passionate about improving public transit and making it accessible to all, as demonstrated by both my professional roles and my volunteer work. My focus on improving transit systems aligns directly with CTAG's mission to address community transportation needs.

Summary

My combination of practical experience, technical skills, leadership, and community engagement uniquely qualifies me to serve on the Pierce County CTAG. I bring a holistic understanding of transportation systems

and a proven ability to advocate for policies and programs that benefit the community.

Applicant's Signature

A large black rectangular box redacting the applicant's signature.

Date:

Jan 8, 2025

dayzgould@gmail.com

Day-Z Gould-Wong

Submission Date

Nov 10, 2024 7:24 PM

Name:

Day-Z Gould-Wong

Contact Phone:

[REDACTED]

Email:

[REDACTED]

Address

[REDACTED]

[REDACTED]

Do you live, work, volunteer, or attend school in the Pierce Transit service area?

Yes

In what languages are you fluent?

English

Indicate the areas of interest or group perspectives you bring to CTAG (check all that apply):

Sound Transit

Minority populations

Sustainability/environment

Which transit options do you frequently use? Check all that apply.

Park-n-ride lots

Sound Transit

Pierce Transit

ORCA card

Can you regularly attend monthly CTAG meetings (either virtually or in person) on the fourth Thursday of each month from 5:30 pm to 7:00pm?

Yes

1. Describe the top three public transportation issues of concern and importance to you.

**Accessibility:** Accessible transit means ensuring every household within the service area can access a route within a 10-minute walk, with a goal of achieving a 5-minute walk for most. This ensures transit is a viable and inclusive option for all.

**Frequency:** Frequent transit ensures no route operates with worse than 30-minute intervals, even in less dense areas, while prioritizing high-usage routes for even better service. Consistent frequency makes transit reliable and convenient for daily use.

**Connectivity:** Connected transit requires strategically placed transit centers, integrating feeder routes with high-density corridors and train stations. Optimized schedules coordinated across routes and agencies to help eliminate unnecessary delays and make multi-leg trips seamless.

2. List the communities and groups you belong to. How, as a CTAG member, would you advocate for these groups as it

As an autistic woman living in Eastside who relies on transit daily, I bring a firsthand understanding of the challenges faced by individuals with diverse needs. While I am not a formal member of specific community groups, I am

pertains to Pierce Transit plans and projects?

3. Please explain how your background or experience qualifies you for membership on the CTAG. You may upload a brief bio or resume below.

deeply involved in advocating for equitable and accessible transit solutions.

I have extensive experience in transit advocacy, including attending the Seattle Transportation Youth Summit, where I engaged with peers and professionals on innovative transit solutions, providing public comment at Sound Transit board meetings, and serving as an honorary guest for UW's Exploring Public Transit and Car-free Mobility course, where I contributed my insights as a frequent transit rider.

Applicant's Signature



Date:

Nov 10, 2024

---

# itssodanotpop@gmail.com

Bret Simon

Submission Date Jan 3, 2025 6:10 PM

Name: Bret Simon

Contact Phone: [REDACTED]

Email: [REDACTED]

Address [REDACTED]  
[REDACTED]

Do you live, work, volunteer, or attend school in the Pierce Transit service area? Yes

Occupation (former if retired): Business Development

Employer (if applicable): [REDACTED]

In what languages are you fluent? English

Indicate the areas of interest or group perspectives you bring to CTAG (check all that apply):  
Downtown On The Go Sound Transit  
Business & economic development Sustainability/environment

Which transit options do you frequently use? Check all that apply.  
Carpool Sound Transit Pierce Transit ORCA card Runner

Can you regularly attend monthly CTAG meetings (either virtually or in person) on the fourth Thursday of each month from 5:30 pm to 7:00pm? Yes

1. Describe the top three public transportation issues of concern and importance to you.  
- Affordability for low income transit riders  
- Schedule optimization to encourage smarter transfers and increase ridership  
- Provide input to Sound Transit planners so that planned TDLE can integrate smoothly with Pierce Transit services

2. List the communities and LGBT Community - As a gay man, I see that a lot of my peers tend towards

groups you belong to. How, as a CTAG member, would you advocate for these groups as it pertains to Pierce Transit plans and projects?

uber for two reasons: safety and convenience. I would love to see ways to encourage increased ridership, and possibly later night service on certain occasions to encourage my peers to ride safely and make safe decisions when choosing whether to drive or not.

APTA Transportation Communities - I am a member of the American Public Transportation Association and there is a existential risk to the progress we made expanding public transit in the last four years. Ridership numbers are still lacking resulting in decreasing fare collection. Those issues paired with skyrocketing capital projects costs...and a hostile incoming administration with the FTA puts accessibility and movement for low income persons at risk. We need to focus on spending smartly and focusing on who really needs it.

3. Please explain how your background or experience qualifies you for membership on the CTAG. You may upload a brief bio or resume below.

Although my bio shows that I have extensive experience in the electric utility industry, I feel it equips me with a unique perspective that is highly relevant to public transit, and that I can bring a unique perspective to CTAG. Understanding the intricacies of public funded programs and capital construction management, I possess the skills to analyze complex systems, identify inefficiencies, and help provide input into tough decisions when weighing alternatives for a variety of public transportation options (e.g. BRT, Rail, Light Rail, Local Bus, Paratransit, etc.). Additionally, my commitment to sustainable practices within the utility sector translates seamlessly to public transportation, where I can advocate for initiatives that enhance service, promote environmental stewardship, and foster community engagement. My ability to bridge the gap between energy and transportation (For example: Providing valuable insight into Electrification decisions for fleets), will facilitate a holistic approach to urban mobility challenges, making me an ideal candidate for the advisory board.

Optional: upload your bio or resume here.



Simon [REDACTED] 01-03-25\_CTAG.docx  
198.19 KB

Applicant's Signature

[REDACTED]

Date:

Jan 3, 2025





# PierceTransit

Connecting you with life



## Grants Update

Tina Lee, Planning Manager

March 10, 2025

# DOT Orders

- ✓ **To Implement EOs, DOT to Eliminate all Orders, Rules, Directives, and Funding Agreements which reference or relate in any way to:**
  - ❖ Climate Change
  - ❖ Greenhouse Gas Emissions
  - ❖ Racial Equity
  - ❖ Gender Identity
  - ❖ Diversity, Equity, and Inclusion Goals
  - ❖ Environmental Justice and Justice40 Initiative
  
- ✓ **Within 20 Days, DOT To Initiate Actions to Rescind, Cancel, Revoke, and Terminate All Orders, Rules, Directives, and Funding Agreements**

# Federal Grants

## \$20.8 million Federal Funds at Risk

1. FY22 Low No or No Emission **\$3.8 million**
  - a. Purchase Two (2) Battery Electric Buses
  - b. Purchase and Install Three Conductive Chargers
  - c. Workforce Development for Journey Level Mechanics
2. FY24 FTA Buses and Bus Facilities **\$14.8 million**
  - a. Purchase Four (4) Battery Electric Buses w/ Inductive Charging
  - b. Gantry Depot Charging, capacity to charge 30 BEBs
  - c. Workforce Development for Apprenticeships
3. FHWA STBG PSRC Countywide Competition **\$2.2 million**
  - a. Purchase and Install Four (4) Inductive Chargers at Tacoma Community College-Transit Center



# State Grants that Could be at Risk

GRANT	2023-25 (reappropriate to 2025-27)	2025-27	TOTALS
GCB2837 WSDOT Route 1 TSP (SR 7 Express Service)	\$1,490,716	\$0	\$1,490,716
PTD0159-A WSDOT RMG Pacific Ave/SR7 BRT Stations	\$1,140,788	\$0	\$1,140,788
PTD0416 WSDOT RMG Spanaway Transit Center Phase 2	\$6,260,940	\$0	\$6,260,940
PTD0774 Zero Emission Grid Expansion & Resiliency Plan	\$5,114	\$0	\$5,114
PTD0788 High-Capacity Transit Service Expansion	\$4,371,342	\$5,000,000	\$9,371,342
PTD0763 Puyallup Runner	\$0	\$1,056,737	\$1,056,737
State Funding, Meridian TSP	\$0	\$1,300,000	\$1,300,000
25-27 Green Trans Grant (Lakewood TC Inductive Charging)	\$0	\$2,200,000	\$2,200,000
TOTAL STATE FUNDS AT RISK			\$22,825,637



# Other Federal Grants

## \$30.6 million Federal Funds Low Risk

1. All Federal Transit Administration (FTA) formula earned share grants that will fund bus and shuttle replacements
  - a. WA-2024-071-00 FY23 Bus Replacement **\$7.1 million**
  - b. WA-2024-042-00 FY23 Shuttle Replacement **\$2.4 million**
  - c. 1730-2024-10 FY24 Bus Replacement **\$9.4 million**
  - d. 1730-2024-9 FY24 Shuttle Replacement **\$2.4 million**
  - e. 1730-2024-11 FY24 ADA Operating Service **\$625,000**
2. Spanaway Transit Center FTA Grant Funds
  - a. FY22 Strickland Community Project Funding **\$3 million**
  - b. PSRC FTA 5307 Competition **\$3.2 million**
3. FY24 Strickland Community Project Funding - Bus Shelters **\$2.5 million**







# Pierce Transit

## Public Safety Quarterly Report

Quarter 4 - 2024

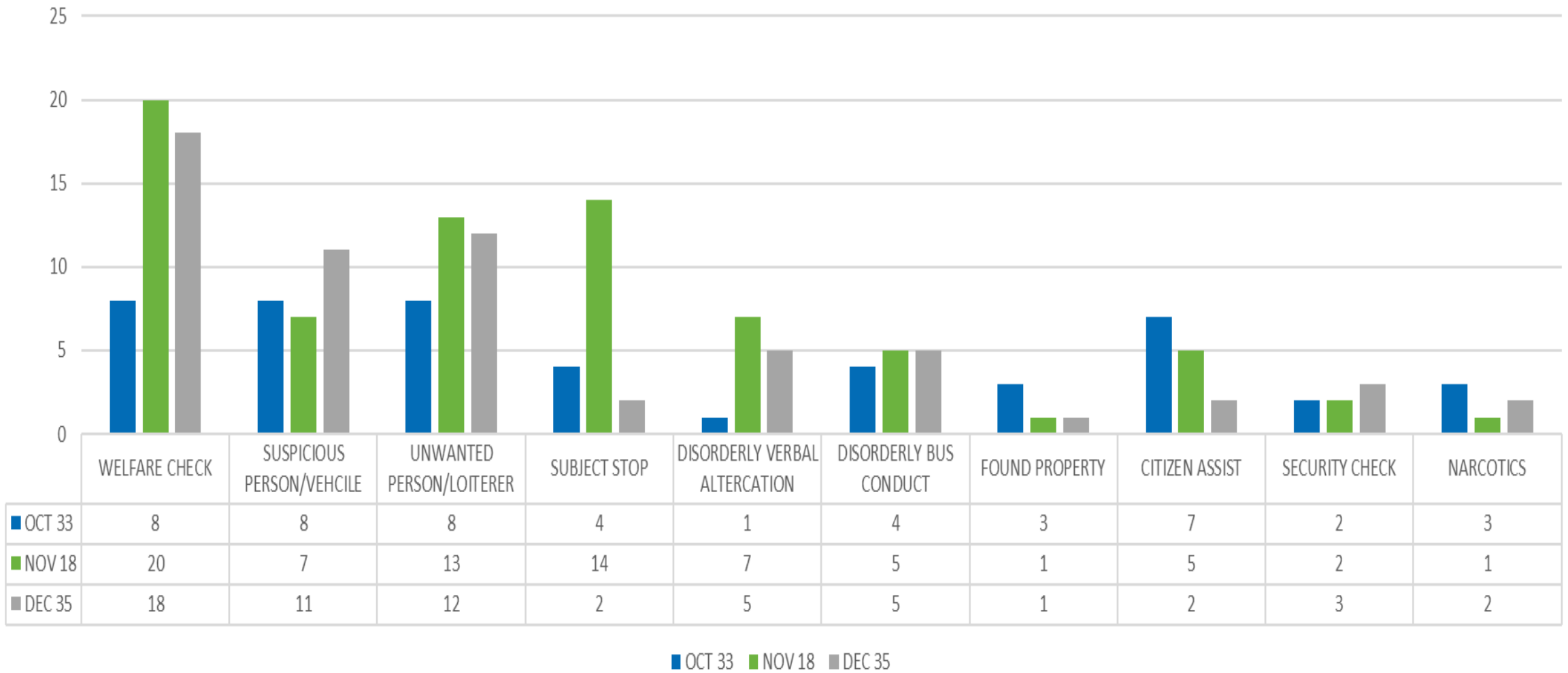
# Employee Assaults



## 8 Employee Assaults for fourth quarter

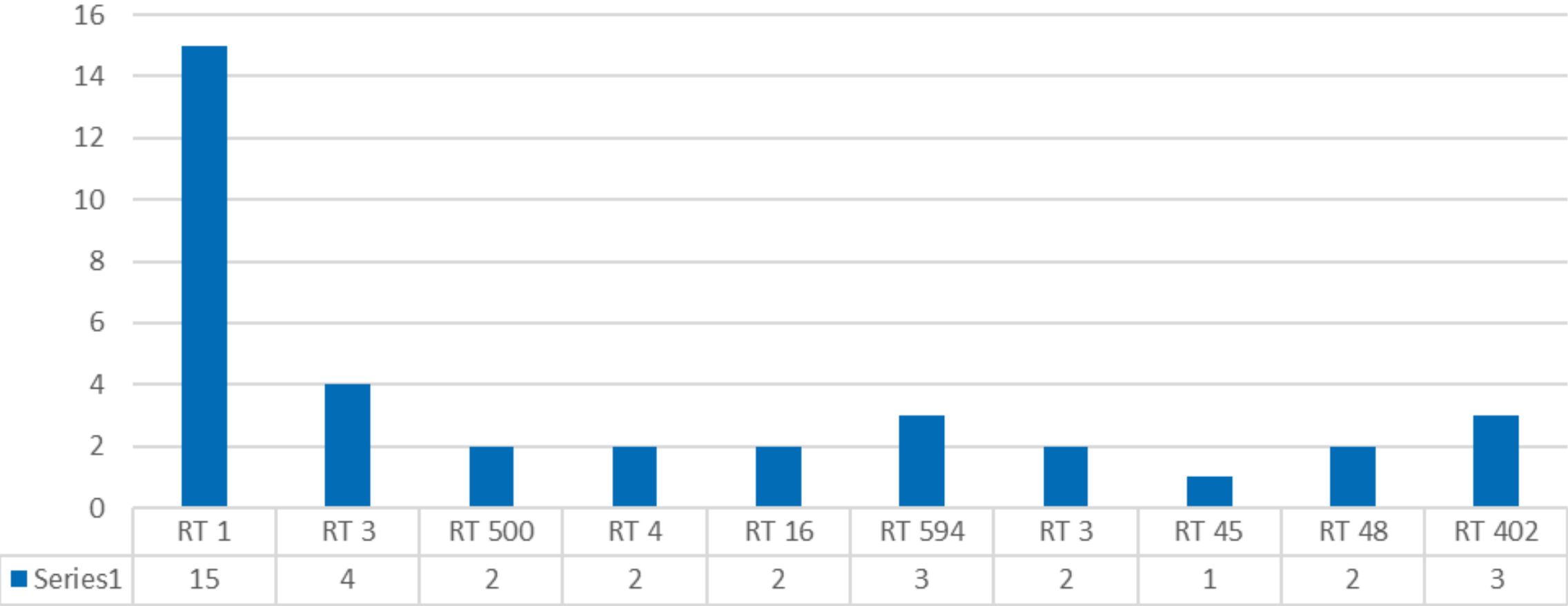
- Operator Assaulted after denying service because passenger had no shoes – passenger threw used razor hitting operator in shoulder.
  - Route 1 – Area check conducted, suspect not found
- Operator arrived at stop and passenger threw liquid from a bottle at operator
  - 176<sup>th</sup> / International Blvd – Suspect not located or identified
- Operator contacted a sleeper on the bus, subject did not want to get off bus, made threats to operator then chased service supervisor with knife in hand - Subject arrested
  - Eastlake Ave E / Stewart St – LE report filed and arrested by SPD
- PSO assaulted by man who was denied service multiple times. PSO was hit in the face.
  - TDS – TPD arrested individual, 1-year Notice of Exclusion issued
- Employee had physical altercation with known individual and was hit in the face (DV related)
  - PT Headquarters – Suspected arrested by Chief Roberts and booked into jail with 1-year exclusion
- Operator was touched and pushed by passenger
  - Route 16 - TPD arrested passenger and issued a 1-year exclusion
- Service Supervisor was charged by individual, subject made contact with SS's arm
  - TCC TC – No injury
- Passenger was leaving coach and threw a container of yogurt. The splash hit the operator's arm
  - Route 202 – No Injury

Public Safety Calls - All Agencies (Except PSO and Federal Way)  
Quarter 4 - 2024

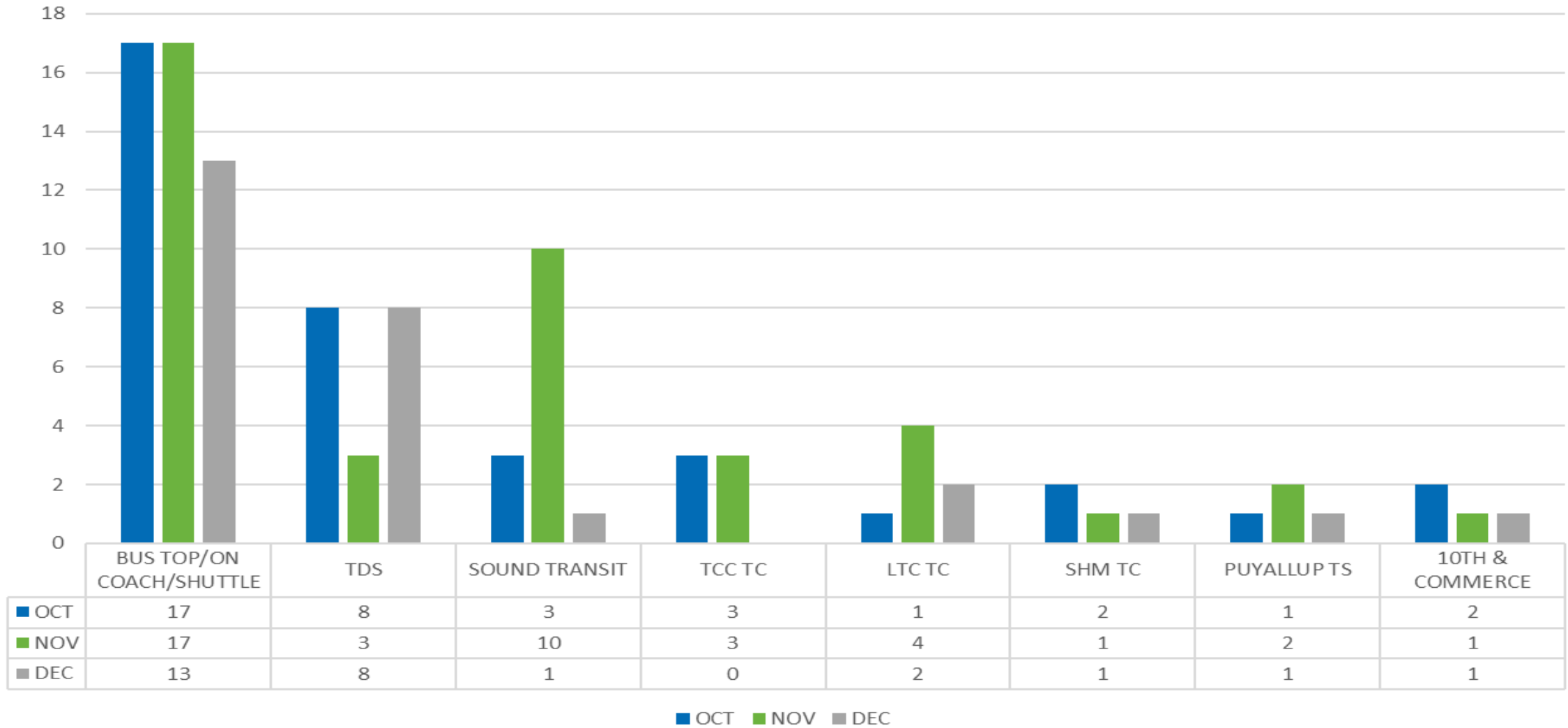




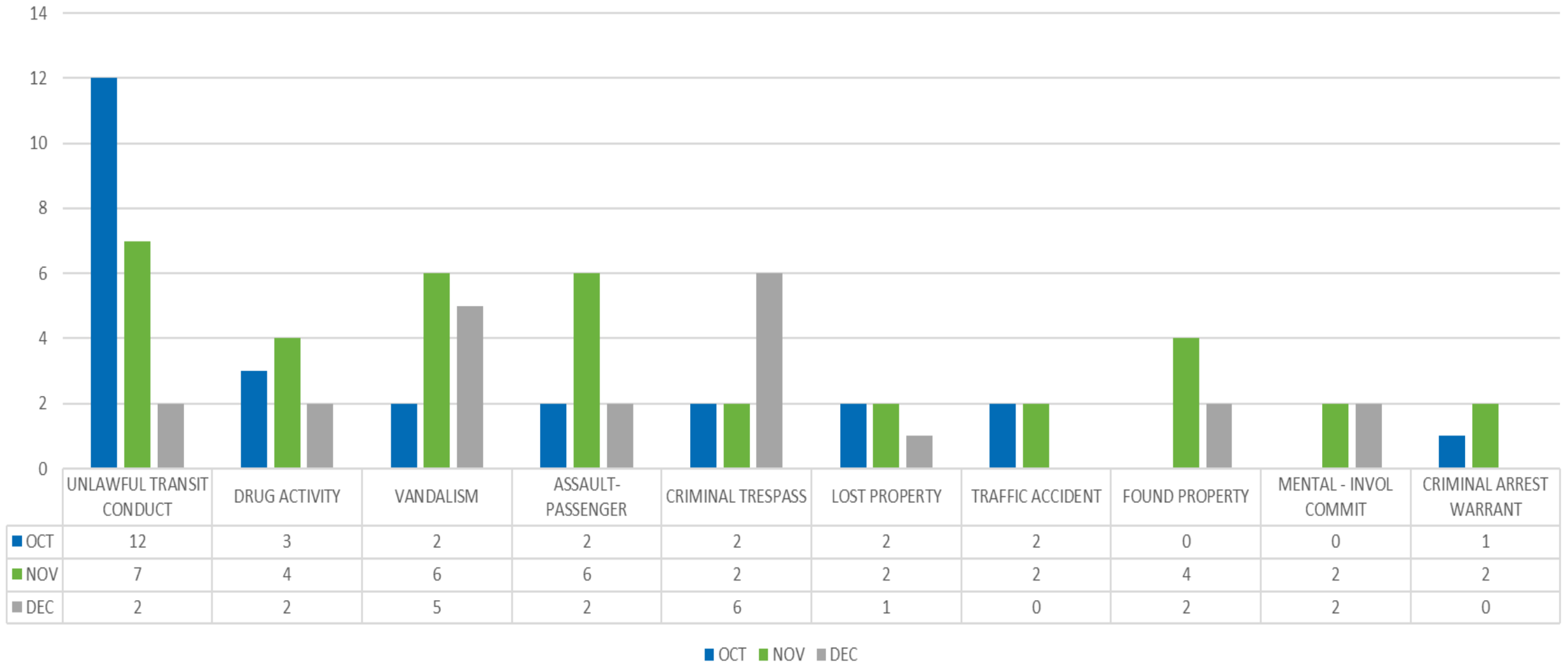
Security Incidents: Top 10 Routes  
Quarter 4 - 2024



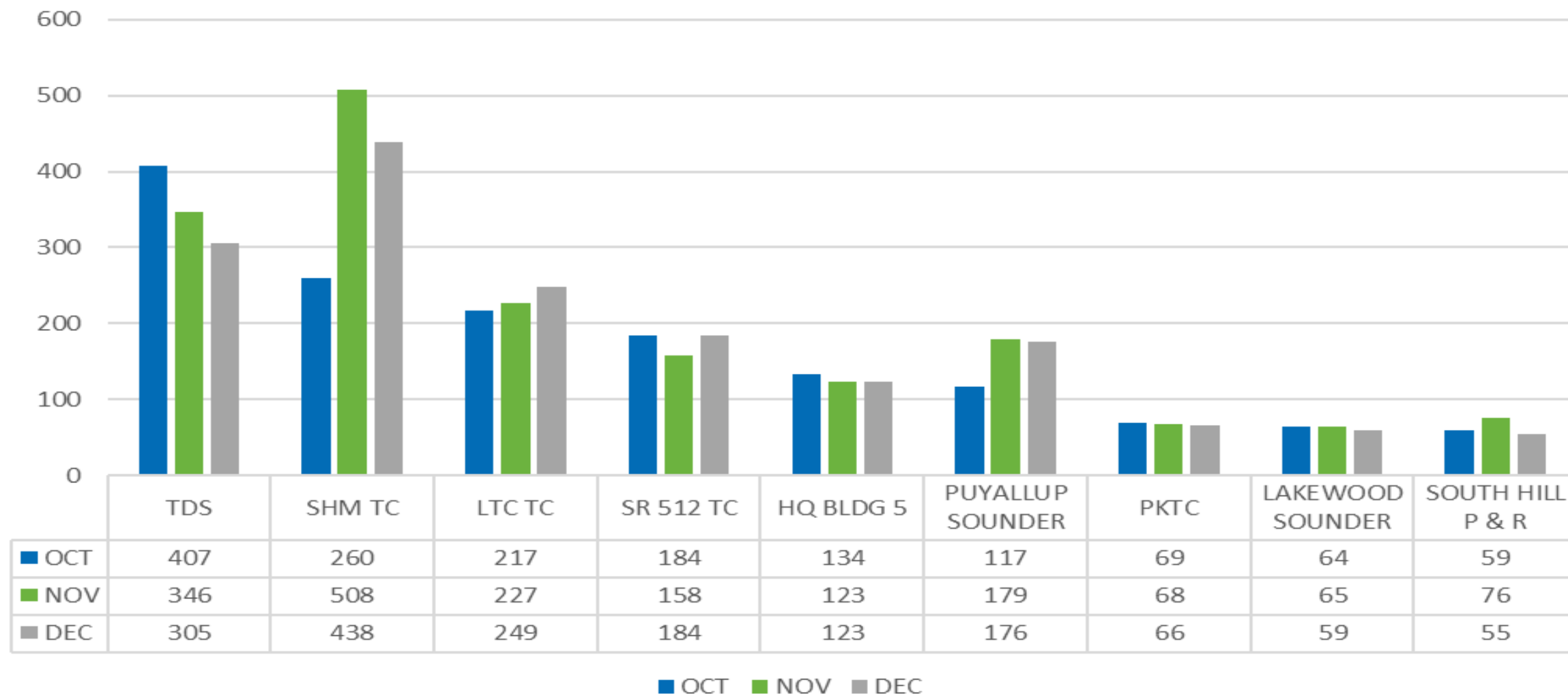
### Documented Offenses by Location Quarter 4 - 2024



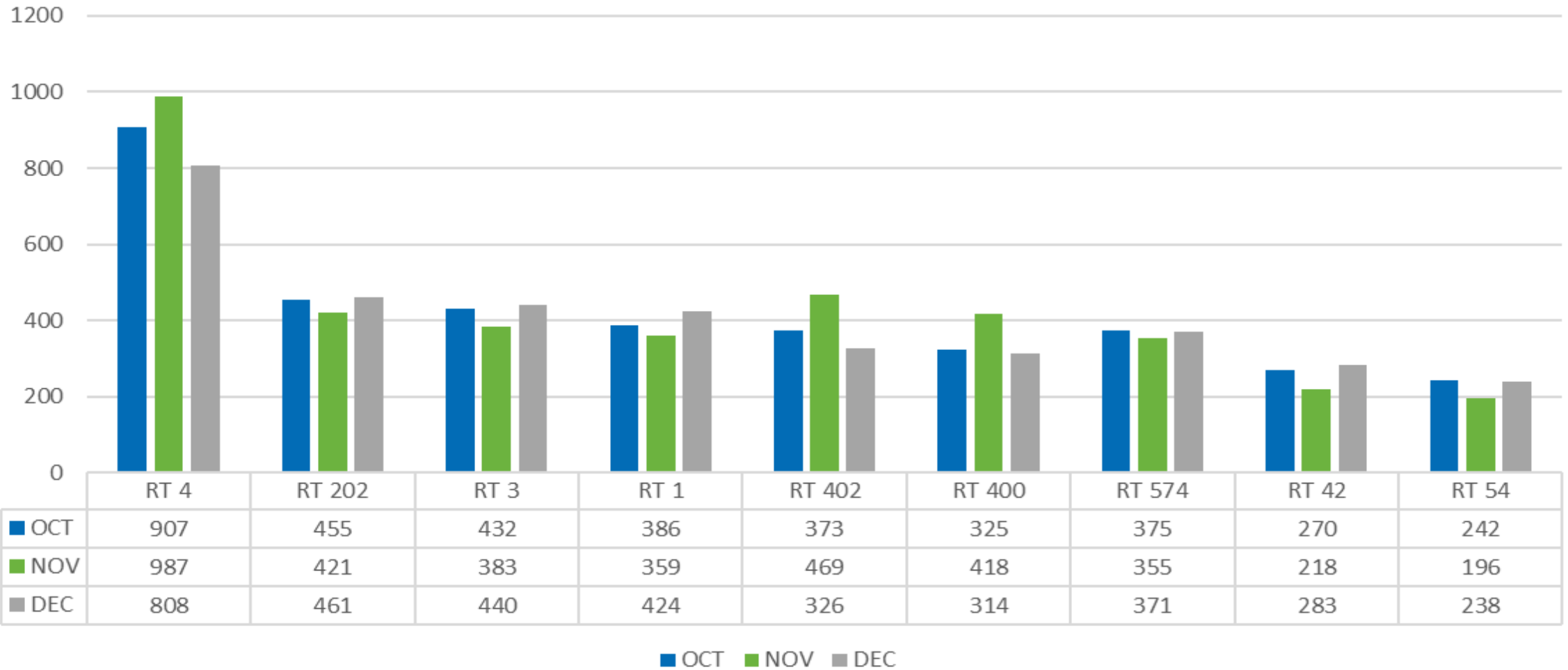
### Documented Offenses by Type Quarter 4 - 2024



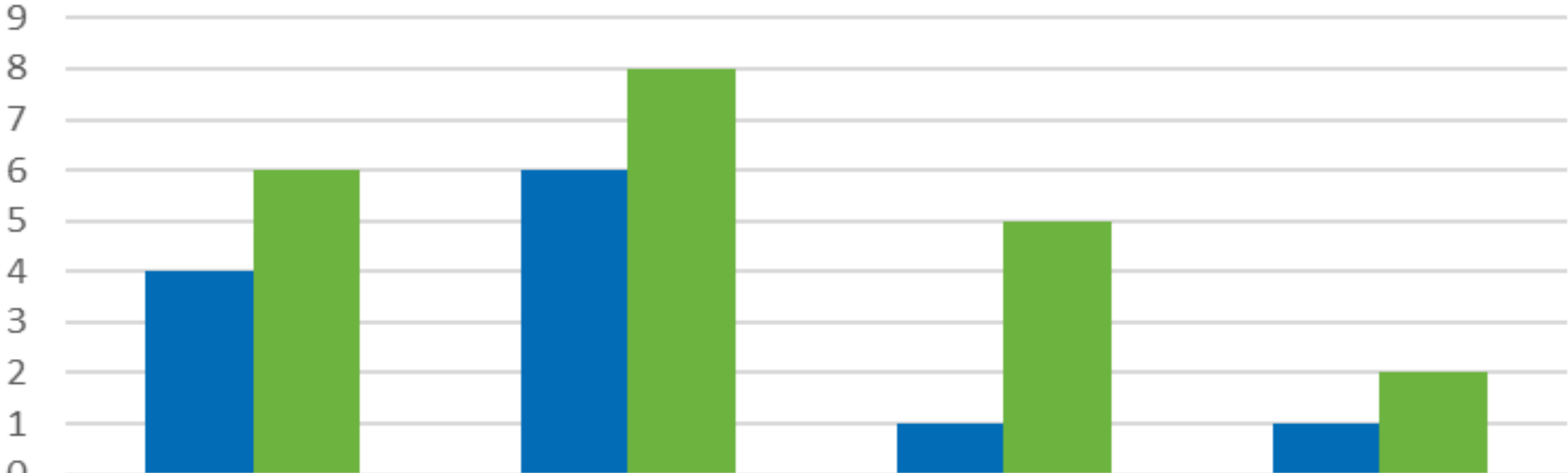
## Facility Checks Performed Quarter 4 - 2024



### Bus Checks by Route Quarter 4 - 2024



Security Incidents at Allied Security Staffed TCs  
Q4 2024 vs Q4 2023



■ Q4 2024	4	6	1	1
■ Q4 2023	6	8	5	2

■ Q4 2024 ■ Q4 2023



**Pierce  
Transit**

**Questions?**