



AGENDA
DES MOINES CITY COUNCIL
REGULAR MEETING
 City Council Chambers
 21630 11th Avenue S, Suite C
 Des Moines, Washington
 Thursday, May 14, 2026 - 6:00 PM

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

PROCLAMATIONS

- Item 1. **National Police Week Proclamation - 5 Minutes**
Motion: "I move to approve the Proclamation recognizing May 10th – 16th, 2026 as National Police Week."

CORRESPONDENCE NOT PREVIOUSLY RECEIVED BY COUNCIL

COMMENTS FROM THE PUBLIC

REGIONAL COMMITTEE REPORT

CITY MANAGER REPORT/PRESENTATIONS/BRIEFINGS

CONSENT AGENDA

- Item 1. **Approval of Vouchers**
Motion: "I move to approve the payment vouchers through April 30, 2026 and payroll transfers through May 5, 2026 in the attached list and further described as follows:"

EFT Vendor Payments	#13494 - #13582	\$862,220.61
Wires	#3311 - #3318	\$593,947.83
Accounts Payable Checks	#167488 - #167502	\$129,900.58
4/20/2026 Payroll Checks	#20065 - #20066	\$7,011.51
4/20/2026 Payroll Advice	#17278 - #17430	\$487,394.07
5/05/2026 Payroll Checks	#20067 - #20069	\$1,466.47
5/05/2026 Payroll Advice	#17431 - #17590	\$499,063.23
Total Checks and Wires for A/P & Payroll:		\$2,581,004.30

- Item 2. **Approval of Minutes**
Motion: "I move to approve the minutes from the April 09, 2026, City Council meeting."

- Item 3. **Surplus Property - Vehicles**
Motion: "I move to approve Draft Resolution 26-043 declaring certain vehicles and equipment identified in Attachment 1 as surplus and authorize disposal of said surplus vehicles and equipment by auction or trade-in."

- Item 4. **Collective Bargaining Agreement Teamsters Local No. 763**
Motion: "I move to approve the attached Collective Bargaining Agreement between the City of Des Moines and the Teamsters Local No. 763 and to authorize the City Manager to sign the Agreement substantially in the form as attached."

UNFINISHED BUSINESS

- Item 1. **Vision Zero Resolution - 25 Minutes**
Staff Presentation: Khai Le, Principal Engineer

Motion: "I move to approve Draft Resolution No. 26-003 adopting the Vision Zero goal and timeline for the City of Des Moines and to apply the Safe Systems approach to achieve this goal."

- Item 2. **Photo Enforcement Program Update - 35 Minutes**
Staff Presentation: Tim George, City Attorney

PUBLIC HEARING/CONTINUED PUBLIC HEARING

- Item 1. **2027-2046 Transportation Improvement Plan (TIP) - 20 Minutes**
Staff Presentation: Tommy Owen, City Engineer

Motion: "I move to approve Draft Resolution No. 26-039 adopting the 2027-2046 Transportation Improvement Plan for the City of Des Moines."

NEW BUSINESS

- Item 1. **New Agenda Items for Consideration – 10 Minutes**

COUNCILMEMBER REPORTS

(4 minutes per Councilmember) - 30 minutes

PRESIDING OFFICER'S REPORT

EXECUTIVE SESSION

Pending Litigation RCW 42.30.110(1)(i) - 25 Minutes

NEXT MEETING DATE

May 21, 2026 City Council Regular Meeting

ADJOURNMENT

Members of the public who wish to provide comment during the meeting via Zoom must register in advance. To register, please email cityclerk@desmoineswa.gov by 12:00 p.m. (noon) on the Wednesday before the meeting.

City Council meeting can be viewed live on the City's website, Comcast Channel 21/321, on the City's [YouTube](#) channel or via [Zoom](#).

**City Council
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL
City of Des Moines, WA

SUBJECT: National Police Week Proclamation - 5 Minutes

ATTACHMENTS:

1. National Police Week Proclamation

FOR AGENDA OF:

May 14, 2026

DEPT OF ORIGIN:

Administration

DATE SUBMITTED:

May 05, 2026

CLEARANCES:

City Clerk

Purpose and Recommendation

The purpose of this agenda item is to show Council support and proclaim May 10th – 16th, 2026 as National Police Week.

Suggested Motion:

Motion: “I move to approve the Proclamation recognizing May 10th – 16th, 2026 as National Police Week.”

Background

National Police Week, observed during the week of May 15, honors fallen officers and recognizes those who serve our communities with dedication and professionalism. Established in 1962 by President Kennedy, it includes Peace Officers Memorial Day on May 15, when flags are flown at half-staff.

The attached proclamation designates May 10–16, 2026, as National Police Week in Des Moines. Through this action, the City Council formally recognizes the service and sacrifice of the Des Moines Police Department, along with all law enforcement officers across Washington State and the nation. This proclamation reflects the Council’s ongoing support for public safety and the men and women who protect our community.

PROCLAMATION

***WHEREAS**, in 1962, President Kennedy proclaimed May 15 as National Peace Officers Memorial Day and the calendar week in which May 15 falls, as National Police Week; and*

***WHEREAS**, the dedicated men and women of the City Of Des Moines Police Department dedicate themselves to protecting the lives, property, and rights of our residents, upholding the law with courage, integrity, and professionalism; and*

***WHEREAS**, these officers serve as guardians of our community, responding to emergencies, fostering public safety, and building trust through their commitment to justice and compassion; and*

***WHEREAS**, it is important that all citizens know and understand the duties and responsibilities of their police department, and that members of our police department recognize their duty to serve the people by safeguarding life and property, defending them against violence or disorder, and guarding the innocent against deception and the weak against oppression, and*

***WHEREAS**, our police department has grown to be a modern and well-respected law enforcement agency which unceasingly provides a vital public service; and*

***WHEREAS**, U.S. flags should be flown at half-staff on May 15th for Peace Officers Memorial Day, in honor of all fallen officers and their families.*

***NOW THEREFORE, THE DES MOINES COUNCIL HEREBY PROCLAIMS**
May 10-16, 2026, as National Police Week*

SIGNED this day 14th day of May, 2026

Yoshiko Grace Matsui

**City Council
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL
City of Des Moines, WA

SUBJECT: Approval of Vouchers

ATTACHMENTS:

1. Approval of Vouchers

FOR AGENDA OF:

May 14, 2026

DEPT OF ORIGIN:

Finance

DATE SUBMITTED:

May 04, 2026

CLEARANCES:

City Clerk

Finance

Purpose and Recommendation

Voucher transfers and expense reimbursement claims have been audited and certified by the auditing office in compliance with RCW 42.24.080 and RCW 42.24.090.

Suggested Motion:

Motion: "I move to approve the payment vouchers through April 30, 2026 and payroll transfers through May 5, 2026 in the attached list and further described as follows:"

EFT Vendor Payments	#13494 - #13582	\$862,220.61
Wires	#3311 - #3318	\$593,947.83
Accounts Payable Checks	#167488 - #167502	\$129,900.58
4/20/2026 Payroll Checks	#20065 - #20066	\$7,011.51
4/20/2026 Payroll Advice	#17278 - #17430	\$487,394.07
5/05/2026 Payroll Checks	#20067 - #20069	\$1,466.47
5/05/2026 Payroll Advice	#17431 - #17590	\$499,063.23
Total Checks and Wires for A/P & Payroll:		\$2,581,004.30

Background

City Council review and approval of voucher reports is a key internal control that promotes transparency, accountability, and public trust in the City's financial operations.

By examining vouchers after expenditures have occurred, the Council provides independent oversight to confirm that payments were properly authorized, supported by appropriate documentation, and made in accordance with the adopted budget, City policies, and applicable laws. This review helps ensure public funds are used for their intended purposes, strengthens fiscal discipline, and reinforces the separation of duties between staff who process payments and the elected officials responsible for safeguarding taxpayer resources.

Discussion

The vouchers below have been reviewed and certified by individual departments and the City of Des Moines Auditing Officer.

Financial Impact

As described above.

Recommendation

Approval of vouchers.



Des Moines

WATERLAND CITY

Voucher Certification Approval May 14, 2026 Auditing Officer Certification

Voucher transfers and expense reimbursement claims have been audited and certified by the auditing office in compliance with RCW 42.24.080 and RCW 42.24.090. A listing of these claims has been provided to the City Council.

On **May 14, 2026** the Des Moines City Council unanimously approved for payment the vouchers through April 30, 2026 and payroll transfers through May 5, 2026 as detailed in the attached list.

The vouchers below have been reviewed and certified by individual departments and the City of Des Moines Auditing Officer:



 Jeff Friend, Finance Director

		# From	# To	Amounts
Claims Vouchers:				
EFT's		13494	13582	862,220.61
Wires		3311	3318	593,947.83
AP Checks		167488	167502	129,900.58
Total Vouchers paid				1,586,069.02
Payroll Vouchers				
Payroll Checks	4/20/2026	20065	20066	7,011.51
Payroll Advice		17278	17430	487,394.07
Payroll Checks	5/5/2026	20067	20069	1,466.47
Payroll Advice		17431	17590	499,063.23
Total Paychecks & Direct Deposits				994,935.28
Total checks and wires for A/P & Payroll				2,581,004.30

**City Council
AGENDA ITEM**

**BUSINESS OF THE CITY COUNCIL
City of Des Moines, WA**

SUBJECT: Approval of Minutes

ATTACHMENTS:

1. April 09, 2026, City Council Meeting Minutes

FOR AGENDA OF:

May 14, 2026

DEPT OF ORIGIN:

City Clerk

DATE SUBMITTED:

May 05, 2026

CLEARANCES:

City Clerk

Purpose and Recommendation

The purpose of this agenda item is for the City Council to review the minutes from the April 09, 2026 City Council meeting.

Suggested Motion:

Motion: "I move to approve the minutes from the April 09, 2026, City Council meeting."

Background

The City Clerk's Office has prepared action-format meeting minutes for City Council's consideration.

Alternatives

The City Council may make corrections to errors and approve the meeting minutes as amended.

Recommendation

Staff recommends Council approve the meeting minutes as presented.



MINUTES
DES MOINES CITY COUNCIL
REGULAR MEETING
City Council Chambers
21630 11th Avenue S, Suite C
Des Moines, Washington
Thursday, April 9, 2026 - 6:00 PM

CALL TO ORDER

Mayor Yoshiko Grace Matsui called the meeting to order at 6:00 PM.

PLEDGE OF ALLEGIANCE

The flag salute was led by Councilmember Harry Steinmetz.

ROLL CALL

Council Present:

Mayor Yoshiko Grace Matsui, Deputy Mayor Gene Achziger, Councilmember Pierre Blossé, Councilmember Robyn Desimone, Councilmember JC Harris, Councilmember Jeremy Nutting, Councilmember Harry Steinmetz.

Staff Present:

City Manager Katherine Caffrey; Assistant City Manager Adrienne Johnson-Newton; City Attorney Tim George; Director of Administrative Services Bonnie Wilkins; Harbormaster Scott Wilkins; Assistant City Attorney Matthew Hutchins; City Prosecutor Tara Vaughn; Community Development Director Rebecca Deming; Surface Water and Environmental Engineering Manager Tyler Beekley; IT Manager Chris Pauk; and City Clerk Taria Keane.

PROCLAMATIONS

- Item 1. **Black Wellness Week Proclamation - 5 Minutes**
Motion: "I move to approve the Proclamation recognizing April 13-17 as Black Wellness Week."

Direction/Action

Motion made by Councilmember Jeremy Nutting to approve the Proclamation recognizing April 13-17 as Black Wellness Week, seconded by Councilmember Harry Steinmetz.

Motion Passed 7-0.

CORRESPONDENCE NOT PREVIOUSLY RECEIVED BY COUNCIL

- There was no additional correspondence beyond the emails previously received by Council.

COMMENTS FROM THE PUBLIC

- Chris DeLaRosa, Flock
- Judy Grande, Flock
- David Metzel, Pacific Middle School

REGIONAL COMMITTEE REPORT

- There were no Regional Committee Reports.

CITY MANAGER REPORT/PRESENTATIONS/BRIEFINGS**Item 1. Annual NPDES Update**

Staff Presentation: Tyler Beekley, Surface Water and Environmental Engineer

- Surface Water and Environmental Engineering Manager Tyler Beekley provided Council with a PowerPoint Presentation regarding the Annual NPDES Update.

Item 2. Human Services Funding Criteria Discussion

Staff Presentation: Katherine Caffrey, City Manager

- City Manager Katherine Caffrey along with Human Services Sub-Committee member Corrine Anderson-Ketchmark provided Council with a PowerPoint Presentation regarding the Human Services Funding Criteria.

Item 3. Economic Development Update for 2026 First Quarter

Staff Presentation: Consultant Dan Eernisse

- Consultant Dan Eernisse provided Council with a PowerPoint Presentation regarding the Economic Development Update for the 2026 First Quarter.

CONSENT AGENDA

Item 1. **Approval of Vouchers**

Motion: "I move to approve the payment vouchers through March 26, 2026 and payroll transfers through March 20, 2026 in the attached list and further described as follows:"

EFT Vendor Payments #13347 - #13415	\$872,867.51
Wires #3287 - #3298	\$420,781.13
Accounts Payable #167427 - #167458	\$135,194.47
Checks	
Voided Checks #167418, #167452	-\$1,338.90
Payroll Advice #16958 - #17120	\$489,884.61

Total Checks and Wires for A/P & Payroll: \$1,917,388.82

Item 2. **Approval of Minutes**

Motion: "I move to approve the minutes from the Strategic Plan Workshop held on February 26–27, 2026, and the City Council Study Session held on March 5, 2026."

Item 3. **Sexual Assault Awareness and Prevention Month Proclamation**

Motion: "I move to approve the Proclamation recognizing April as Sexual Assault Awareness Month."

Item 4. **Draft Ordinance 26-009: Appointive Code and Citizens Advisory Board Code Update (2nd Reading)**

Motion: "I move to pass Draft Ordinance 26-009 updating the Appointive Committee and Citizens Advisory Board codes."

Direction/Action

Motion made by Councilmember Jeremy Nutting to approve the Consent Agenda as read, seconded by Councilmember Harry Steinmetz.

Motion Passed 7-0.

NEW BUSINESS

Item 1. **New Agenda Items for Consideration**

- Councilmember Harry Steinmetz requested a discussion regarding the Ecology Grant for the S. 223rd Complete Street Project be brought back to Council.

COUNCILMEMBER REPORTS

(4 minutes per Councilmember) - 30 minutes

COUNCILMEMBER HARRY STEINMETZ

- Sound City Association Public Issues Committee Meeting

COUNCILMEMBER JC HARRIS

- Black Wellness Proclamation
- Complements to Public Commenters

COUNCILMEMBER ROBYN DESIMONE

- Tour of South Correctional Entity/SCORE Jail

COUNCILMEMBER JEREMY NUTTING

- No Report

COUNCILMEMBER PIERRE BLOSSE

- Tour of South Correctional Entity/SCORE Jail and Public Works Facilities
- Eggstavanza Event

DEPUTY MAYOR GENE ACHZIGER

- Eggstravaganza Event

PRESIDING OFFICER'S REPORT

- Eggstravaganza Event
- Chat with the Mayor
- Ribbon Cutting for Blue Fish Sushi
- Sound City Association Public Issues Committee Meeting
- Appreciation for Volunteers in the Community

NEXT MEETING DATE

April 23, 2026, City Council Regular Meeting

ADJOURNMENT

Direction/Action

Motion made by Councilmember Jeremy Nutting to adjourn, seconded by Councilmember Harry Steinmetz.

Motion Passed 7-0.

The meeting adjourned at 7:49 PM

**City Council
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL
City of Des Moines, WA

SUBJECT: Surplus Property - Vehicles

ATTACHMENTS:

1. Draft Resolution No. 26-043

FOR AGENDA OF:

May 14, 2026

DEPT OF ORIGIN:

Public Works

DATE SUBMITTED:

May 01, 2026

CLEARANCES:

Police
Public Works
Marina
Parks Recreation & Senior
Services
Community Development
Finance

Purpose and Recommendation

The purpose of this agenda item is to seek Council authorization to surplus certain City vehicles and equipment. Consistent with the adopted 2026 Budget, the Public Works Department recommends that the vehicles and equipment identified in Attachment 1 be declared surplus and disposed of. The following motion will appear on the consent calendar:

Suggested Motion:

Motion: "I move to approve Draft Resolution No. 26-043 declaring certain vehicles and equipment identified in Attachment 1 as surplus and authorize disposal of said surplus vehicles and equipment by auction or trade-in."

Background

The adopted 2026 Budget includes the replacement and purchase of several vehicles and equipment, including five (7) Police Department fleet vehicles, one (1) Ditch Mower, one (1) Community Enrichment Services passenger van, one (1) Community Development fleet vehicle, two (2) Marina golf carts and various other Public Works

Maintenance Department related equipment.

Discussion

As the new 2026 vehicles and equipment arrive and are put into service, replaced vehicles will become available for surplus.

Alternatives

Council could decide to revisit the fleet replacements identified in the 2026 Budget.

Financial Impact

The adopted 2026 Budget includes sufficient funds to purchase the new vehicles and set them up for fleet service.

Recommendation

Staff recommends surplusizing the identified vehicles and asks Council to approve the suggested motion

CITY ATTORNEY'S FIRST DRAFT 5/06/2026

DRAFT RESOLUTION NO. 26-043

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF DES MOINES, WASHINGTON, declaring certain City vehicles and equipment surplus, and authorizing disposal of surplus vehicles and equipment by auction or trade-in.

WHEREAS, during regular business the City accumulates vehicles and equipment, and

WHEREAS, the City intends to dispose of unneeded vehicles and equipment as allowed by law as surplus, and

WHEREAS, the City of Des Moines typically sells surplus vehicles and equipment at public auction to the highest bidder or trades-in surplus vehicles and equipment at reputable dealerships, and

WHEREAS, the City desires to surplus the vehicles and equipment identified in Exhibit "A" attached to this Resolution; now therefore,

THE CITY COUNCIL OF THE CITY OF DES MOINES RESOLVES AS FOLLOWS:

Sec. 1. The vehicles and equipment identified by Exhibit "A" are hereby declared by this Resolution to be surplus vehicles and equipment.

Sec. 2. The City Manager is authorized to dispose of the items identified by Exhibit "A" by auction or trade-in.

Sec. 3. The City Manager is authorized to establish a minimum bid/sale amount for the property identified in Exhibit "A" as deemed to protect the City's interests.

Sec. 4. The City Manager is authorized to contract for professional auction services where the cost of such services does not exceed twenty-five percent (25%) of the amount bid plus reasonable advertising fees.

Resolution No. _____
Page 2 of 2

Sec. 5. All net proceeds from the disposal of the surplus property identified in Exhibit "A" shall be deposited into the Equipment Rental Fund.

ADOPTED BY the City Council of the City of Des Moines, Washington this _____ day of _____, 2026 and signed in authentication thereof this _____ day of _____, 2026.

M A Y O R

APPROVED AS TO FORM:

City Attorney

ATTEST:

City Clerk

EXHIBIT "A"
Draft Resolution No. 26-043

Number	Description	Approximate Value
P-230A	2010 New Holland T6030 Tractor Lic# N/A VIN# ZABD03539 Dept: Public Works	\$18,000
P-230B	Diamond Boom Arm and Flail Mower Lic# N/A VIN# 101748 Dept: Public Works	Included in P-230A estimate
P-242	1995 Ford F-350 w/service body Lic# 01808D VIN# 2FDHF37H8SCA13553 Dept: Public Works	\$6,000.00
512	2017 Ford Explorer Interceptor Lic# 64279D VIN# 1FM5K8AT9HGD07348 Dept: Police	\$5,000.00
522	2016 Ford Explorer Interceptor Lic# 62117D VIN# 1FM5K8AT3GGD3207 Dept: Police	\$4,000.00
548	2016 Ford Explorer Interceptor Lic# 59622D VIN# 1FM5K8AT0GGA04750 Dept: Police	\$3,000.00
515	2014 Ford Explorer Interceptor Lic# 57046D VIN# 1FM5K8ARXEGB85793 Dept: Police	\$8,000.00
510	2016 Ford Explorer Interceptor Lic# 59616D VIN# 1FM5K8ARXGGA02119 Dept: Police	\$8,000.00
511	2016 Ford Explorer Interceptor Lic# CKK3165 VIN# 1FM5K8AR7GGD05875 Dept: Police	\$8,000.00
550	2016 Ford Explorer Interceptor Lic# 57046D VIN# 1FM5K8AR1GGD17326 Dept: Police	\$8,000.00

Resolution No. _____

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M-1	1981 25FT Orca Boat Lic# N/A HULL# LHD760060481 Dept: Marina	\$5,000.00
M-13	2003 Ford E-150 Van Lic# 54297D Vin# 1FMRE11W73HB0097 Dept: Marina	\$3,000.00
136	2007 Club Car XRT800 Golf Cart Lic# N/A Serial# XH0748-843100 Dept: Marina	\$2,500.00
153	2007 Club Car XRT800 Golf Cart Lic# N/A Serial# XH0707-727710 Dept: Marina	\$2,500.00
SC-1	2006 Ford E350 SD 14 Passenger Bus Lic# 52133D Vin# 1FDWE35SX6DA89273 Dept: Community Enrichment Services	\$8,000.00
CD-12	2006 Ford Escape Lic# 41200D Vin# 1FMCU02ZX6KC81049 Dept: Community Development	\$3,000.00
E-21	2008 Ford Escape Lic# 47421D Vin# 1FMCU93188KD65984 Dept: Engineering	\$3,000.00

**City Council
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL
City of Des Moines, WA

SUBJECT: Collective Bargaining Agreement Teamsters Local No. 763

ATTACHMENTS:

1. City of Des Moines 2026-2028 CBA

FOR AGENDA OF:

May 14, 2026

DEPT OF ORIGIN:

Administration

DATE SUBMITTED:

May 07, 2026

CLEARANCES:

Human Resources

Finance

Purpose and Recommendation

The purpose of this agenda item is to approve the Collective Bargaining Agreement (“Agreement”) between the City of Des Moines and the Teamsters Local No. 763 for the period January 1, 2026, through December 31, 2028.

Suggested Motion:

Motion: “I move to approve the attached Collective Bargaining Agreement between the City of Des Moines and the Teamsters Local No. 763 and to authorize the City Manager to sign the Agreement substantially in the form as attached.”

Background

The City and Teamsters Local No. 763 commenced negotiations for the 2026–2028 successor agreement in December 2025. Over the course of approximately four (4) months, the parties met approximately (6) six times and reached a tentative agreement through direct negotiations between City staff and the Teamsters bargaining team, without the need for third-party assistance representing the City. The process reflected the strong working relationship the City and the Teamsters have developed over the years.

Discussion

The City negotiated an equitable compensation and benefits package consistent with maintaining a solvent and sustainable budget. The full Agreement is attached for

Council review. The following items represent a snapshot of areas addressed in the new collective bargaining agreement.

Wages

The Agreement provides a flat 3.0% base wage increase in each year of the contract:

- **2026: 3.0% COLA**
- **2027: 3.0% COLA**
- **2028: 3.0% COLA**

Enhanced Longevity Schedule

The Agreement includes an enhanced longevity pay schedule to support workforce retention. The updated schedule provides improved compensation benchmarks for long-tenured employees, recognizing institutional knowledge and sustained service.

Medical Premium Cost Sharing

The Agreement adds a medical premium cost-sharing provision: if premiums increase by more than eight (8%) percent in any plan year, the cost of the increase above that threshold will be evenly split between the City and employees. This provision protects the City's budget from unanticipated health care cost spikes while preserving existing plan options for members and their dependents.

Contract Housekeeping and Operational Updates

The parties took the opportunity in this round of bargaining to make targeted improvements in contract language, attempt to reduce ambiguity and align operational reality to contract language. Updates include language around pay definitions, emergency operations, general contract maintenance to bring language in line with current practice, and the addition of a new step between entry-level and journey-level classifications for our entry-level Maintenance Worker I and Harbor Aides I. The new intermediate step gives employees a progression pathway earlier in their career, while also supporting the City's retention goals by reducing the compensation gap that can drive turnover at those critical early stages of employment and helps the City remain competitive in the labor market.

Alternatives

The Council could choose not to approve the Agreement and direct the City Manager to proceed with the mediation process through the Public Employment Relations Commission (PERC) as provided under RCW 41.56. This alternative is not recommended, as the tentative agreement reflects terms that are mutually acceptable for both parties.

Financial Impact

Finance's costing analysis confirmed the financial terms within this agreement are consistent with maintaining a sustainable budget.

Recommendation

Administration recommends approval of the proposed Agreement as it contains those changes and compromises authorized by the Council.

COLLECTIVE BARGAINING AGREEMENT

By and Between

CITY OF DES MOINES, WASHINGTON

and

**PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES
AND DRIVERS**

LOCAL UNION NO. 763

(Representing the Public Works, Parks and Marina Employees)

January 1, 2026 – December 31, 2028

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COLLECTIVE BARGAINING AGREEMENT
by and between
CITY OF DES MOINES, WASHINGTON
and
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763
(Representing the Public Works, Parks and Marina Employees)

January 1, 2026 through December 31, 2028

THIS COLLECTIVE BARGAINING AGREEMENT, (hereinafter referred to as Agreement) is made and entered into by and between the CITY OF DES MOINES, WASHINGTON, hereinafter referred to as the Employer or the City, and PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the Union.

ARTICLE I **RECOGNITION, UNION MEMBERSHIP AND PAYROLL DEDUCTION**

- 1.1 **Recognition** - The Employer recognizes the Union as the sole and exclusive collective bargaining representative for all regular full-time and regular part-time maintenance and operations employees within the City of Des Moines Public Works Maintenance Division, Park Maintenance Division, and the Marina excluding supervisors, confidential employees, clerical employees, seasonal and temporary employees and all other employees.
- 1.1.1 For the purposes of this Agreement, “temporary employee” or “seasonal employee” shall mean an individual appointed to a position for a period of time less than nine (9) months, absent a declaration by the City of emergency need. Should a temporary or seasonal employee be employed in the same position for more than twelve (12) months, the temporary or seasonal employee shall be considered a regular full-time or regular part-time employee. All benefits normally provided regular employees shall begin as of the date the employee changes status from temporary or seasonal to regular.
- 1.2 **New-Hire Orientation with Union** - The Employer shall notify the Union of all new full-time part-time, and seasonal employees hired into the bargaining unit. The Union and shop steward will then be provided thirty (30) minutes during employee’s regular working hours for purposes of presenting information about the bargaining unit and Union membership. This shall generally occur within the first two (2) weeks of an employee’s date of hire (or, for seasonal/temporary employees, from the date of eligibility into the bargaining unit), but in no instance later than ninety (90) calendar days. Employees have the option to attend or not attend the orientation.
- 1.3 **Payroll Deduction** - Upon receiving written notice from the Union of the employee’s authorization for deduction in accordance with the terms and conditions of their signed membership card, the Employer shall deduct from the paycheck of each employee who has so authorized in writing the regular initiation fee and regular monthly dues uniformly required of members of the Union. The amounts deducted shall be transmitted monthly to the Union on behalf of the employees involved. Any employee who wishes to cancel the written authorization for dues deduction, must notify the Union in writing, at which time the Union will subsequently provide written notice to the Employer of the cancelation and the Employer will discontinue the deduction.
- 1.3.1 The Union agrees to hold the Employer harmless from any liability whatsoever that might ensue as a result of actions taken to enforce the provisions of this Article. The Union shall defend and hold the Employer harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken or not taken by the employer for the purpose of complying with any of the provisions of this Article.

1.4 **Union Officials Time-Off** - An employee who holds a Union position (Shop Steward and/or member of the Negotiating Committee) may be granted time-off while conducting business vital to the employees in the bargaining unit provided:

- They notify the Employer in writing at least forty-eight (48) hours prior to the time-off period;
- The Employer is able to properly staff the employee's job duties during the time-off period;
- The wage cost to the Employer is no greater than the cost that would have been incurred had the employee not taken time-off; and

Employees shall not transact Union business while working on shift, except up to three (3) designated representatives may participate in contract negotiation meetings with the employer.

1.4.1 A shop steward shall be granted reasonable time to participate in grievance meetings with the Employer and/or to accompany an employee in an investigatory interview.

1.5 **Union Notification** – Within twenty-one (21) business days from the date of a new bargaining unit employee, the Employer shall forward to the Union the name, date of hire, home, cell and work phone numbers, work and personal email address, employee job title, rate of pay, and worksite location and there after every one hundred and twenty (120) days for all employees in the bargaining unit.

1.6 **Bulletin Boards** - The Employer shall provide suitable space for two (2) bulletin boards, one at the maintenance facility and one at the Marina. Postings by the Union on the bulletin boards shall be confined to official business of the Union; provided such notices shall not be derogatory of the Employer, its elected officials or other personnel.

1.7 **Union Visitation** – An authorized representative of the Union shall have access to the City's workplace at reasonable times for the purpose of investigation of grievances, adjusting disputes and ascertaining that the Agreement is being adhered to, provided that such visit shall not interfere with the work process or cause undue interruption of the employees' work schedule.

1.8 **DRIVE** - The Employer agrees to deduct from the paycheck of all employees covered by this Agreement who choose to make voluntary contributions to Democrat, Republican, Independent Voter Education (DRIVE). DRIVE shall notify the Employer of the amounts designated by each contributing employee that are to be deducted from the employee's paycheck on a per pay period basis, for all pay periods worked. The phrase "pay periods worked" for purposes of this provision, shall include any pay period in which the employee earned a wage, provided it will not create negative net pay to the employee. The Employer shall transmit to DRIVE National Headquarters on a monthly basis, in one check, the total amount deducted along with the name of each employee on whose behalf a deduction is made. The International Brotherhood of Teamsters shall reimburse the Employer annually for the Employer's actual cost for the expenses incurred in administering the payroll deduction plan. The Union shall indemnify, defend and save the Employer harmless from any claims, suits, judgements, attachments, and from any form of liability as a result of making any deductions pursuant to this provision.

ARTICLE II **NON-DISCRIMINATION**

- 2.1 Neither the Employer, the Union nor any employee shall in any manner whatsoever unlawfully discriminate against any employee or applicant for employment on the basis of race; color; religion; creed; sex; pregnancy ; sexual orientation; gender identity marital status; national origin; age; military status; sensory, mental or physical disabilities; genetic information; status as an actual or perceived victim of domestic violence, sexual assault, stalking or a hate crime; citizenship; immigration status; or any other category protected by applicable federal, state or local law. Nothing shall prevent the City from establishing bona fide occupational qualifications (BFOQ). Any employee complaints of discrimination must be reported in accordance with the Discrimination and Harassment Complaint Procedure set forth in of the City's Personnel Manual.
- 2.2 No employee shall be discriminated against because of membership or non-membership or lawful activity in the Union, provided such activity is not carried on so as to interfere with the normal work process.

ARTICLE III **MANAGEMENT RIGHTS**

- 3.1 The Employer retains and reserves all powers and authority to manage its operations in an effective manner with the sole and unquestioned right and prerogative in accordance with applicable laws, regulations, and City ordinances and policies whether or not specifically mentioned in this agreement and whether or not previously exercised, subject only to the limitations expressly stated in this Agreement. Such management rights shall include but not be limited to the following:
- 1) To plan, direct, control and determine all operations, functions, and policies of the City and to modify such operations, functions and policies as they may affect employees in the Bargaining Unit;
 - 2) To establish and administer a personnel system that provides for all types of personnel transactions, including determining procedures, standards for hiring, promotion, transfer, assignment, layoff, discipline, and classification of positions.
 - 3) To determine job descriptions and job content, with the understanding that job descriptions do not and cannot detail each and every minor or incidental duty employees are expected to perform; nevertheless, employees are expected and required to perform all such duties;
 - 4) To supervise and direct the workforce, to establish the qualifications for employment and to employ and train employees;
 - 5) To schedule and assign work;
 - 6) To establish reasonable work and performance standards and, from time to time, to change those standards. Such standards may be used to determine acceptable performance levels, prepare work schedules, and measure the performance and productivity of employees;
 - 7) To assign overtime or not. The City has the right to schedule overtime work as required in a manner most advantageous to the City and consistent with the requirements of municipal employment and the public interest;
 - 8) To determine the methods, means, organization and number of personnel by which operations and services shall be made or purchased; to subcontract work with either public or private sector agencies or assign work to other City non-bargaining unit personnel in accordance with Article 18;

- 9) To make and enforce rules and regulations, including but not limited to safety rules, operational policies and procedures, and rules of conduct;
- 10) To discipline or discharge for just cause.
- 11) To lay off employees for lack of work, funds, or the occurrence of conditions beyond the control of the employer or where such condition of work would be wasteful and unproductive;
- 12) To change or eliminate existing methods, equipment or facilities, including past practices;
- 13) To lawfully inspect lockers, other spaces assigned to Employees, and City vehicles without consent provided that the Employee has a right to be present;
- 14) Except as provided by this Article or elsewhere in this Agreement, the Union retains the right to bargain the impacts of management decisions on wages, hours and/or working conditions within the meaning of RCW 41.56. It is not the City's intent to use this language to unilaterally implement furloughs.

3.2 Probationary employment with the City is at will and the City expressly reserves the right to discharge probationary employees with cause or without cause or advanced notice and without compensation except for time actually worked.

3.3 The City's Personnel Manual shall apply to members of this bargaining unit. However, in the event of a conflict between a specific provision of this Agreement and any guideline, regulation, or rule of the City, the provision of this Agreement shall control. In addition, the parties agree that the City has the sole right to amend, modify, adopt, or change any such personnel policies, provided that the Union is given fifteen (15) days advance notice and an opportunity to comment.

3.4 The City has the right at any time to require an employee to provide evidence of a valid Washington State driver's license if the employee has or will at any time drive a City vehicle and CDL endorsement if such is required by the classification. Such requirement may include having the employee sign a release of driving record; payment of fee is to be paid by the employee. Also, the City from time to time may require evidence of current job-related certifications.

3.5 The exercise of any management prerogative, function, or right which is not specifically modified by this Agreement is not subject to any grievance procedure or to bargaining during the term of this Agreement, except where such exercise is in violation of the express written terms of this Agreement.

ARTICLE IV HOURS OF WORK

4.1 **Work Schedule** – The normal work schedule for full-time employees shall be five (5) consecutive days of eight (8) hours of work exclusive of the lunch period, Monday through Friday, unless an alternate work schedule is scheduled by the City and fourteen (14) days notice is provided to the employee. Management will discuss with the Union any changes to the regular work schedule longer than thirty (30) days in duration.

4.1.1 Employees assigned to the Public Works Department have been authorized by the City Manager to continue working a "9-80s" alternative work schedule (which provides for alternating Fridays off). To comply with the Fair Labor Standards Act, the "designated workweek" for this schedule will begin at 11:00 a.m. every other Friday. To comply with the

Fair Labor Standards Act, the designated workweek for employees approved to work a 9/80 alternative work schedule shall begin four (4) hours into the employee's regularly scheduled 8-hour shift on the alternating Friday. This designation defines the FLSA workweek only.

- 4.1.2 The Employer shall continue its current practice relative to the work schedule for Marina employees except meal periods shall be unpaid throughout the year.
- 4.2 **Shift Change** – Each employee shall be assigned to a regular shift starting time which shall not normally be changed without forty-eight (48) hours notice, exclusive of emergencies, e.g., snow, ice, flood, earthquake, etc. In the event an employee's regular shift starting time is changed with less than forty-eight (48) hours notice, the employee shall be paid at the overtime rate up to the first sixteen (16) hours worked outside of the employee's regular shift hours during the remainder of the employee's scheduled work week.
- 4.2.1 In the event an employee requests a temporary light duty or modified duty work assignment, the employee waives their right to a forty-eight (48) hour notice to change their regular shift schedule. The employee will be offered a work schedule that best supports their medical restrictions and their light and/or modified duty assignment. Once the light duty and/or modified duty assignment ends, they will return to their regular schedule on their next regularly scheduled workday.
- 4.3 **Rest Periods** – Employees shall receive a rest period of fifteen (15) minutes on the Employer's time for each four (4) hours of working time and shall be scheduled as near as possible to the midpoint of each four (4) hour work period. No employee shall be required to work more than three (3) hours without a rest period. By mutual agreement between the employee and the Employer, the rest periods may be taken at a time other than stated above.
- 4.4 **Meal Periods** – Employees shall receive a meal period of thirty (30) minutes which shall be on the employee's own time and which shall commence no less than three (3) nor more than five (5) hours from the beginning of the shift. By mutual agreement between the employee and the employer, the meal period may be taken at a time other than stated above. An employee who works more than three (3) hours longer than his normal workday may, at the option of the employee, receive an additional unpaid meal period before or during their overtime.
- 4.4.1 **Alternative Work Schedules and Meal Periods** - Employees on approved alternative work schedules may modify or waive meal periods by mutual agreement with the City.

ARTICLE V OVERTIME, CALLBACK, AND STANDBY

- 5.1 **Overtime** – Pursuant to the Federal Labor Standards Act (FLSA), all hours worked in excess of forty (40) hours in a week, exclusive of the lunch period, shall constitute overtime. FLSA overtime shall be paid at the rate of one and one-half (1-1/2) times the employee's regular rate of pay. All non-FLSA overtime shall be paid in accordance with the provisions set forth in this Article.
- 5.1.1 Overtime shall be paid for in increments of fifteen (15) minutes with the major portion (eight (8) or more minutes) of each fifteen (15) minute increment being paid as fifteen (15) minutes. All work-related calls to an employee who is off-duty shall be paid at a fifteen minute minimum.

- 5.1.2 Scheduled overtime work shall be offered to qualified employees who have designated the preference to work overtime by rotation when feasible. If an insufficient number of employees sign up to work the scheduled overtime, then employees will be assigned the overtime, by least senior to most senior employee, even if they have indicated they prefer not to work overtime, provided that no employee shall be mandated to work overtime more than one (1) time per quarter. Once an employee has been mandated to work overtime one (1) time per quarter, the next least senior employee shall be assigned overtime when an insufficient number of employees sign up to work overtime.
- 5.1.3 In lieu of overtime pay, compensatory time-off may be accrued upon the request of the employee and the approval of the employer. Scheduling of compensatory time-off shall be subject to the approval of the employee's supervisor. Compensatory time-off shall be taken at the rate of one and one-half (1.5) times the overtime hours worked. The maximum number of hours that can be accumulated is forty (40) hours.
- 5.1.4 Employees shall not accrue additional leave (sick leave or vacation), while on overtime.
- 5.2 **Callback** - An employee who has left work and is called back to work after completion of a regular day's shift, is called in to work before the beginning of the employee's shift or is called in on the employee's day-off shall be paid a minimum of three (3) hours at one and one-half (1-1/2) times the employee's hourly rate of pay starting at the time the employee is contacted and reports for the assignment; provided however, if the employee's regular shift starts less than three (3) hours from the time the employee started work on the callback, the employee shall receive one and one-half (1-1/2) times the employee's hourly rate of pay only for such time as occurs prior to the commencement of the employee's regular shift.
- 5.2.1 Employees called back to work, as provided in Section 5.2, shall receive one-half (1/2) hour paid travel time to the shop, beginning at the time the call out is made, and one-half (1/2) hour paid travel time from the city shop upon completion of the job. If the employee completes the call out assignment within the three (3) hours, including travel time, the employee shall receive the three (3) hour minimum at the appropriate overtime rate of pay (i.e., travel time to shop thirty (30) minutes assignment takes one (1) hour forty-five (45) minutes and return travel time thirty (30) minutes equals two (2) hours forty-five (45) minutes, the employee would receive the three (3) hour minimum or if it takes the employee two and one half (2.5) hours to complete the call out the employee would then receive three and one half (3.5) hours of pay).
- Only the portion of time the employee spends actually working (excluding commute time) will count towards hours worked for purposes of calculating FLSA overtime.
- 5.3 **Standby** - Employees may be placed on "Standby" status when it is anticipated that they may be called back to duty after going off shift. When placed on standby status, employees will remain near a telephone and will leave a number where they can be reached (unless equipped with a pager, cell phone or other communication device, in which case the employee shall remain within communication distance and within one and one-half (1.5) hours or ninety (90 minutes) travel time to the City). It is the intent that standby status shall not preclude an employee from using the time for personal pursuits. While on standby duty, it is the employee's responsibility to be ready and able to work if called (for example: be able to get to work and not be impaired by drugs or alcohol).
- 5.3.1 Employees on Standby and called back to work, as provided in Section 5.2, shall receive one-half (1/2) hour paid travel time to the shop, beginning at the time the call out is made and one-half (1/2) hour paid travel time from the city shop upon completion of the job. If the employee completes the call out assignment within the three (3) hours, including travel time, the employee shall receive the three (3) hour minimum at the appropriate overtime

rate of pay (i.e., travel time to shop thirty (30) minutes assignment takes one (1) hour forty-five (45) minutes and return travel time thirty (30) minutes equals two (2) hours forty-five (45) minutes, the employee would receive the three (3) hour minimum or if it takes the employee two and one half (2.5) hours to complete the call out the employee would then receive three and one half (3.5) hours of pay).

5.3.2 **Standard Standby Rate** - Employees shall be paid \$3.50 per non-working hour.

Employees who are on standard “standby duty” as described in provision 5.3.4 shall also receive a Holiday Standby Rate for standard “standby duty” of an additional \$2.00 per non-working hour occurring on the day of Independence Day, Thanksgiving Day, Christmas Eve, Christmas Day and New Years Day.

Employees will receive overtime pay for the number of hours worked if called in to work, subject to the callback provisions of Section 5.2. Standby Duty shall not be counted as hours worked for the purposes of computing overtime or eligibility to receive fringe benefits. However, if the employee is called into work, the time spent working, as well as the employee’s commute time, will be counted as hours worked for purposes of computing FLSA overtime.

5.3.3 Standard Standby Duty shall be rotated amongst those eligible bargaining unit employees who have designated their preference to work Standby Duty. If no one volunteers or if an insufficient number of volunteers sign up for Standby Duty, then it shall be assigned to other employees by rotation starting with the least senior, provided that no employee shall be mandated to be on standby duty more than one (1) time per quarter. Once an employee has been mandated to be on standby duty one (1) time per quarter, the next least senior employee shall be assigned standby duty when an insufficient number of employees sign up to be on standby.

The City retains the right to determine the number of stand-by duty slots required to fulfill operational needs. The City may modify or eliminate the number of these slots with written notice to the Union. Upon receipt of that notice, the Union will be offered an opportunity to provide input prior to the change.

5.3.4 **Operational Needs Standby Duty.** If the City Manager or designee, determines that operational needs such as inclement weather events, temporarily requires additional staff to be placed on operational needs standby duty, these staff will be paid \$5.00 per non-working hour. Employees will receive overtime pay for the number of hours worked if called in to work, subject to the callback provisions of Section 5.2. Standby Duty shall not be counted as hours worked for the purposes of computing overtime or eligibility to receive fringe benefits. If an employee is called into work while on operational needs standby duty, hours worked for purposes of calculating FLSA overtime shall be determined in accordance with Section 5.2.1.

5.4 **Emergency Extended Operations Premium.** When the City Manager or designee determines that emergency or extended operational needs (including but not limited to inclement weather events) require employees to work beyond their normally scheduled workday, employees shall receive an enhanced overtime premium as follows:

- a) All hours worked beyond eight (8) hours in a workday due to an emergency or extended operational event shall be compensated at two (2.0) times the employee’s regular rate of pay, up to a maximum of sixteen (16) hours worked in a day.
- b) This premium applies regardless of whether the hours are worked on a regularly scheduled workday or a regularly scheduled day off.

- c) On a regularly scheduled day off, the normally scheduled workday shall be deemed zero (0) hours.
- d) Premium compensation paid under this Emergency Extended Operations Premium shall be deemed overtime compensation for purposes of the Fair Labor Standards Act (FLSA) and shall be credited toward the Employer's overtime obligations for the same hours worked. No additional overtime compensation shall be due for those same hours.
- e) Hours compensated under this Emergency Extended Operations Premium shall not be compensated under any other premium pay provision under this Article for the same hours worked.
- f) This Emergency Extended Operations Premium is a contractual premium that applies to hours worked beyond the employee's normal scheduled workday due to an emergency or extended operational event, regardless of weekly FLSA overtime totals.
- g.) Premium compensation under this section shall be calculated using the employee's hourly equivalent rate, and the regular rate of pay shall be determined in accordance with the Fair Labor Standards Act.

5.5 **Higher Classification** - In the event an employee is assigned by the Department Director or designee to work out-of-class in a higher classification within the bargaining unit, then the employee shall be paid an additional seven point five (7.5)% of their regular rate of pay, for all hours worked while the employee is assigned to the higher classification within the bargaining unit, provided the employee has worked for a period of not less than two (2) consecutive workdays in the higher classification, retroactive to the first day worked in the higher classification.

5.6 **Pyramiding of Compensation** - No pyramiding or double application of Sections and/or Articles is permitted. Compensation shall not be paid more than once for the same hours under any provision or Section of this Article or Agreement, unless expressly stated in each Section or Article. On-call changes shall be approved in advance by the City so as not to require unnecessary overtime costs. The workdays and work periods specified herein shall not constitute guaranteed hours of work.

ARTICLE VI SENIORITY, LAYOFF, RECALL and JOB VACANCIES

6.1 **Seniority** - Seniority shall be the amount of continuous service within a regular bargaining unit position. Seniority shall date back to the employee's date of hire, in a regular status in the bargaining unit, but shall not be established until completion of the employee's "probationary period". An employee may be disciplined and/or discharged during his probationary period without recourse to the grievance procedure contained herein.

6.1.1 Each calendar year, upon the request of the Union, the Employer shall provide the Union with a seniority list showing the name, present classification, first date of compensated work in the bargaining unit and the employee's initial date of hire for each employee in the bargaining unit.

6.2 An employee's seniority shall be broken so that no prior period of employment shall be counted and their seniority shall cease upon:

- 1) Retirement;
- 2) Voluntary termination or job abandonment;
- 3) Discharge;
- 4) Failure of the employee to notify the employer of his willingness to return to work upon recall from a layoff within ten (10) calendar days after mailing

a written notice from the employer to the employee's last known address appearing on the employer's records;

- 5) Failure to return to work promptly after an authorized leave of absence;
- 6) Layoff exceeding fifteen(15) months; or
- 7) Unauthorized leave from work beyond three (3) working days.

6.2.1 The period of layoff or unpaid leave of absence will not count toward the computation of the amount of "continuous time in service".

6.3 **Layoff** - Layoff shall be by classification. In case of a layoff, employees shall be retained on the basis of job performance. When job performance is relatively equal, the employee with the shortest length of continuous service shall be laid off first. Relative job performance shall be determined on the basis of qualifications, past job performance evaluations and current job evaluations. Qualifications shall be determined by the knowledge, abilities and skills required for the affected position, as stated in the classification descriptions, and the employee's ability to perform the remaining work without further training.

6.3.1 The employer shall use no less than the last three (3) job performance evaluations in the determination of which employee is to be laid off. However, if an employee has less than three years of work in any of the classifications (can be cumulative) then those job performance evaluations shall be utilized.

6.3.2 Such person designated for layoff may bump an employee in a lower bargaining unit job classification the employee has previously held and/or which the employee is qualified (skills and ability) to hold. The employee to be bumped and laid off from the lower classification shall be selected through the process described in this Article.

6.4 **Recall** - In the case of recall, those employees laid off last shall be recalled first. An employee on layoff shall keep both the Employer and the Union informed of the address and telephone number where he can be contacted. Failure of the employee to notify the Employer of his willingness to return to work upon recall from layoff within ten (10) calendar days after mailing of written notice from the Employer to the employee's last known address appearing on the Employer's records shall cause the Employer's obligation to recall the employee to cease.

6.4.1 The Employer shall have no obligation to recall an employee after he has been on continuous layoff for a period of fifteen (15) months.

6.4.2 During a period of lay-off recall, no temporary or seasonal employees may be hired until laid off bargaining unit members have been offered the position. The declination or acceptance of a temporary or seasonal position will not affect the recall status of the individual.

6.4.3 Employees who are recalled from layoff shall have their sick leave balances restored to the number of hours that were in their sick leave banks at the time of layoff, less any amounts that were cashed out at separation.

6.5 **Job Vacancies** - All job vacancies within the bargaining unit, whether existing positions or newly created positions, shall be posted on the City's internal employment application website for not less than seven (7) calendar days, during which time employees who desire consideration for such openings shall apply as prescribed in the job posting. Bargaining unit employees who meet the minimum qualifications for the position and have completed their probation period shall be given first consideration for positions in the bargaining unit. The (7) calendar day posting period for positions within the bargaining unit may be waived in agreement with the Union.

6.5.1 Posted job opportunities shall contain a current description of the job duties and the rate of pay. It is the intent of the parties to provide qualified employees with opportunities to help meet the needs of both the employee and the City.

ARTICLE VII SICK LEAVE, SHARED LEAVE, LIGHT DUTY, AND BEREAVEMENT LEAVE

7.1 **Sick Leave** - All full-time employees accrue sick leave benefits at the rate of eight (8) total hours for each calendar month of continuous employment. Such sick leave shall be separated into two separate accrual banks, "state sick leave" and "city sick leave." Employees shall accrue one-half of their monthly sick leave accrual at the end of the first pay period of the month and the second half at the end of the second pay period. Part-time employees shall accrue sick leave benefits on a pro rata basis according to hours worked.

7.1.1 All employees shall accrue one (1) hour of paid state sick leave for every forty (40) hours worked. Employees are not entitled to accrue state sick leave for hours paid while not working (such as vacation, stand by duty, paid holidays, or while using state sick leave). In addition, regular full-time employees shall accrue city sick leave, which when combined with their state sick leave will total eight (8) hours of sick leave per month (prorated for part-time employees).

7.1.2 State sick leave benefits accrue from the date of employment and employees are entitled to use their accrued state sick leave beginning on the ninetieth (90th) calendar day after the start of their employment. City sick leave benefits are earned from the date of employment, and may be utilized from date of employment. Employees do not earn sick leave benefits during a leave without pay. Employees do not earn city sick leave benefits, and may not use any earned but unused sick leave benefits during a suspension without pay. Employees continue to earn sick leave and vacation time while on paid sick leave. but not while on an unpaid leave of absence.

7.1.3 City sick leave benefits not used during the calendar year in which they are earned may be carried over and used during succeeding calendar years. Such benefits may be carried over into successive calendar years so long as the employee remains employed by the City. Employees who transfer to another department retain any accumulated sick leave benefits after transfer to their new position.

7.1.3.1 Unused state sick leave balances in excess of forty (40) hours remaining at the end of the calendar year shall be credited to the employee's city sick leave balance the following year. State sick leave balances of forty (40) hours or less must carry over to the following calendar year.

7.1.4 Accrued state sick leave must be utilized first, followed by city sick leave once the employee's state sick leave is exhausted. Employees may use their accrued, unused sick leave hours to care for themselves or a family member (as defined below) for:

- a. Mental or physical illnesses, injuries, or health conditions;
- b. The need for medical diagnosis, care, or treatment of mental or physical illnesses, injuries, or health conditions; or
- c. The need for preventive medical care.

7.1.4.1 For the use of sick leave to care for an employee's family member, "family member" is defined as a child, parent, spouse, registered domestic partner, grandparent, grandchild, or sibling. "Child" is defined as a biological, adopted, or foster child, stepchild, 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). "Parent" is defined as a biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.

- 7.1.4.2 Sick leave benefits may also be used by eligible employees for paternity leave for ten (10) days after the birth or adoption of a child under the age of six, and for actual periods of temporary disability associated with pregnancy or childbirth during which the employee is physically unable to perform her duties as certified by a licensed physician. Sick leave may also be used for (a) a child with a health condition that requires treatment or supervision; or (b) a spouse, parent, parent-in-law, or grandparent of the employee who has a serious health condition or an emergency condition. For the purposes of this section, "health condition", "serious health condition", "emergency condition" and "mental or physical disability" are defined by WAC 296-130-020(10), (11), (12), (13), and (14).
- 7.1.4.3 Employees may use their accrued, unused sick leave when their City building (work site) 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 by order of a public official for any health-related reason. See the definition of "child" in the previous section.
- 7.1.4.4 Employees may use their accrued, unused sick leave to seek legal or law enforcement assistance or remedies to ensure the health and safety of the employee and their family members including, but not limited to:
- a. Preparing for, or participating in, any civil or criminal legal proceeding related to or derived from domestic violence, sexual assault, or stalking;
 - b. Seek treatment by a health care provider for physical or mental injuries caused by domestic violence, sexual assault, or stalking;
 - c. Attend health care treatment for a victim who is the employee's family member;
 - d. Obtain, or assist the employee's family member(s) in obtaining, services from: A domestic violence shelter; a rape crisis center; or a social services program for relief from domestic violence, sexual assault, or stalking.
 - e. Obtain, or assist a family member in obtaining, mental health counseling related to an incident of domestic violence, sexual assault, or stalking in which the employee or the employee's family member was a victim of domestic violence, sexual assault, or stalking.
 - f. Participating, for the employee or for the employee's family member(s), in: safety planning; or temporary or permanent relocation; or other actions to increase the safety from future incidents of domestic violence, sexual assault, or stalking.
 - g. For purposes of leave related to domestic violence, sexual assault, or stalking, "family member" is defined as any individual whose relationship to the employee can be classified as a child, spouse, parent, parent-in-law, grandparent, or person with whom the employee has a dating relationship.
- 7.1.5 In the event an employee exhausts his or her accrued sick leave, the employee has the option to use accrued vacation leave or compensatory time.
- 7.1.6 Employees injured on the job shall not simultaneously collect sick, vacation or compensatory leave and Worker's Compensation payments greater than the employee's regular pay.
- 7.1.7 Payment of sick leave benefits is conditioned upon the employee notifying the supervisor or department director, or designee, of the employee's absence(s) as outlined in the City's Personnel Manual. Failure to give the required notice may result in no payment of city sick leave benefits or other compensation for such absence(s).
- 7.1.7.1 Employees must provide reasonable notice of an absence from work for the use of sick leave to care for themselves or a family member, or because the employee's child's school or place of care is closed by order of a public official for any health-related reason, as follows.

- 7.1.7.2 If an employee's absence is foreseeable, the employee must provide notice to their supervisor or designee at least ten (10) days, or as early as practicable, before the first day sick leave is used. If possible, notification should include the expected duration of the absence.
- 7.1.7.3 If an employee's absence is unforeseeable, the employee must contact their supervisor or designee as soon as possible before the required start of their shift. If the absence continues beyond the first day, the employee shall notify the supervisor on a daily basis.
- a. If circumstances allow, employees should provide notice as soon as the employee learns of the need for sick leave.
 - b. In the event it is not practicable to provide notice of an unforeseeable absence, a person on the employee's behalf may provide such notice.
 - c. If possible, this notification should include the expected duration of the absence.
- 7.1.7.4 For the use of domestic violence, sexual assault, or stalking, if the absence is foreseeable, an employee must give advance oral or written notice to their supervisor or designee as soon as possible. If an employee is unable to give advance notice because of an emergent or unforeseen circumstance related to the employee or family member being a victim of domestic violence, sexual assault, or stalking, the employee or their designee must give oral or written notice no later than the end of the first day that the employee takes such leave.
- 7.1.8 When an employee has used state sick leave for an authorized use for more than three (3) consecutive days, the employee must provide verification that establishes or confirms that the use of sick leave is for an authorized purpose. "Three (3) consecutive days" means an absence for a full work-day or partial work-day on each of three consecutive days during which the employee is required to work. For those employees with a regular work schedule, when the employee is "required to work" means the employee's regular schedule. However, an employee who is on a scheduled day off, such as a holiday or scheduled vacation day, cannot use sick leave because the employee is not required to work that day. Acceptable verification for absences exceeding three days are specified as follows.
- 7.1.8.1 For care of the employee or the employee's family member, acceptable verification may include:
- a. A written or oral statement from the employee indicating that the use of sick leave is necessary to care for the employee or their family member for an authorized purpose;
 - b. A doctor's note or a signed statement by a health care provider indicating that the use of sick leave is for care of the employee or their family member for an authorized purpose; or
 - c. Other documentation demonstrating that the employee's use of sick leave is for care of the employee or their family member for an authorized purpose.
- 7.1.8.2 Verification must be provided to the City within ten (10) calendar days of the first day an employee used sick leave to care for themselves or a family member.
- a. When an employee or the employee's family member has been a victim of domestic violence, sexual assault, or stalking, the employee's choice of documents listed in WAC 296-128-660 satisfies this verification requirement; such verification must be in a timely manner.
 - b. In the event the employee's child's school or place of care is closed by order of a public official for any health-related reason, acceptable verification may include written notice of closure by order of the public official; such verification must be provided to the City within ten (10) calendar days of the first day the employee used sick leave for such purpose.

- 7.1.8.3 When an employee has used City sick leave, the employee may be required to provide certification of illness from a qualified health care provider whenever absent for two (2) or more days or has established a pattern which appears to indicate abuse and is requested by the employee's immediate supervisor or the Department Director, or designee. Examples of such an established pattern include when employee calls in sick on a day when a vacation request was denied, or absences or tardiness when particular job duties are performed, on a day before or after days off, holidays, scheduled vacation, or weekends. The employee shall be required to provide a written release to return to work from a qualified health care provider whenever requested by the employee's immediate supervisor or the Department Director, or designee. The City may require any employee returning after an absence to be examined by a second qualified health care provider of the City's choice.
- 7.1.9 Any employee found to have abused sick leave benefits or privileges by falsification or misrepresentation shall be subject to corrective action, including but not limited to repayment to the City of any amounts paid to such employee for such periods of absence, or discipline, up to and including discharge.
- 7.1.10 **Sick Leave Cash Out to HRA VEBA Upon Separation** - Upon the separation from service of an employee in good standing with at least ten (10) years of service with the City of Des Moines in a position represented by the Union or upon the death of any employee regardless of years of service, the City will cash out twenty-five (25)% percent of the employee's sick leave balance or two hundred (200) hours, whichever is less. For employees with at least twenty (20) years of service, the City will cash out four hundred (400) hours or (50)% percent of the employee's sick leave balance, whichever is less. As a tax savings to the employee, the City shall pay any sick leave cash out provided under this Section by contributing the entire cash-out value of all unused sick leave hours accrued and available to the employee's HRA VEBA account.
- 7.1.11 Employees who use all their accumulated sick leave and require more time off work due to illness or injury may submit a request to the City Manager for a leave of absence as specified in the City's Personnel Manual.
- 7.1.12 Employees may take sick leave for care of family including spousal equivalent under the Washington Family Care Act, the Family Medical Leave Act (FMLA) and Paid Family Medical Leave (PFML) as currently enacted or as may be amended.
- 7.1.13 **Paid Family Medical Leave (PFML)** - Eligible employees are covered by Washington's Family and Medical Leave Program, RCW 50A.04. Eligibility for leave and benefits are established by state law and therefore independent of this Agreement. Benefits for this program are funded by both Employer and employee payroll deductions, with payroll deductions for eligible employees based on the default maximum percentages listed in RCW 50A.04.115.
- 7.2 **Other Leaves** - Medical, maternity, paternity, Family Medical Leave, Paid Family and Medical Leave, military leave, military reserve training, and other leaves shall be specified in the City of Des Moines Personnel Manual.
- 7.3 **Shared Leave** – Employees shall be eligible for shared leave in accordance with the current Employer policy contained in the City's Personnel Manual with the provision that employees applying for shared leave benefits may bank a total of forty (40) hours of accumulated sick leave. The Employer reserves the right to change the Shared Leave policy, provided that the Union is offered the opportunity to comment and provide input prior to the change and the change is applied uniformly to all employees covered by the Shared Leave program as contained in the City's Personnel Manual.

7.4 **Light Duty** – Light duty may be provided per the City's Personnel Manual.

7.5 **Bereavement** – When a death occurs in an employee's immediate family, the employee may take up to three (3) days of paid bereavement leave which is not counted against any other leave. In addition, the employee may use up to eight (8) hours of sick leave for bereavement leave for in-state deaths and up to twenty- four (24) hours of sick leave for out-of-state deaths. The timing of bereavement leave will be by mutual agreement between the employee and the Department Director, or designee. An employee is not paid for any days off if the employee would not otherwise have been entitled to compensation for that day. Bereavement leave pay shall be that amount the employee would have earned had the employee worked his or her regular work schedule during the leave. An employee may be granted a bereavement leave prior to completion of the trial period. "Immediate family" as used in this section is defined as an employee's spouse, spousal equivalent in a cohabitation relationship, parents, grandparents, children (including adopted children, foster children, and those to whom the employee acts as legal guardian or in loco parentis), grandchildren, siblings, first cousins, nephews, nieces, aunts, or uncles, and/or corresponding in-laws and "step" relations. Additional paid bereavement leave using sick leave or other leaves may be approved by the City Manager on a case-by-case basis.

ARTICLE VIII VACATION AND HOLIDAY

8.1 **Vacation** – Each regular full-time employee shall accrue vacation leave at the following rates:

<u>Years of Employment</u>	<u>Vacation Hours Earned</u>	<u>Carryover Maximum</u>
0-3 years	8 hours/month	240
4-6 years	10 hours/month	240
7-10 years	12 hours/month	288
11-15 years	14 hours/month	336
16+ years	16 hours/month	384

8.1.1 Employees accrue one-half of their monthly vacation accrual at the end of the first pay period of the month and the second half at the end of the second pay period. Employees are eligible to use earned vacation leave after three (3) months of employment. The Department Director can waive the three (3)-month waiting period. Regular part-time employees earn vacation leave on a pro-rated basis.

8.1.2 All vacation must be scheduled with and approved by the Department Director or designee. Vacations shall be scheduled at such times as the Employer finds most suitable after considering the wishes of the employee and the requirements of the department.

8.1.3 Employees are encouraged to use vacation in the year it is earned. The maximum vacation hours that any employee can carry in their vacation balance is according to the schedule listed In Section 8.1. Where City operations make it impractical for an employee to use his/her vacation time, the City Manager may authorize the employee to carry more hours, provided that the employee submits a request to carry the additional hours that includes an explanation of why they could not use all the hours over their vacation maximum balance and details a plan to make sure he will not carryover more than the maximum the following year. This request must be endorsed by the Department Director.

8.1.4 Upon separation from employment, employees shall be paid for all accrued but unused vacation time on their final paycheck at their current straight-time rate. Employees who are retiring are encouraged to use unused vacation time prior to the effective date of their

retirement. Retiring employees may be paid for that portion of unused vacation time that does not create a retirement financial liability or obligation for the City on their final paycheck.

8.2 **Holidays** – An employee is eligible for a paid holiday if he or she is on paid status during the work-day before and after the holiday. Employees shall receive the following holidays off with eight (8) hours of compensation at their regular straight-time hourly rate of pay:

New Year's Day	January 1
Martin Luther King Jr.'s Birthday	3rd Monday in January
President's Day	3rd Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19
Independence Day	July 4
Labor Day	1st Monday in September
Veteran's Day	November 11
Thanksgiving Day	4th Thursday in November
Day after Thanksgiving	Day after Thanksgiving
Christmas Day	December 25

Employees shall receive four (4) hours off at their regular straight-time hourly rate of pay the afternoon of Christmas Eve Day, December 24, providing they are scheduled to work. Any year-specific exception approved for non-represented employees regarding Christmas Eve time off shall be applied consistently to employees covered by this Agreement.

8.2.1 The above holidays shall be observed on those dates set by State law. Any holiday falling on a Sunday shall be observed on the following Monday. Any holiday falling on a Saturday shall be observed on the preceding Friday.

8.2.2 If a holiday occurs while an employee is on vacation or sick leave, the holiday shall be utilized rather than charged against the employee's accrued vacation or sick leave.

8.2.3 Employees assigned to work Independence Day, Thanksgiving Day, Christmas Day, Christmas Eve Day after 12:00 p.m. (noon) and New Year's Day shall be paid two (2) times their regular rate of pay for all hours actually worked on those days, in addition to their holiday pay. Employees assigned to work on any of the remaining holidays listed in Section 8.2 shall be paid one and one-half (1.5) times their regular rate of hourly pay for all hours actually worked on these days, in addition to their holiday pay. For the purposes of this provision, holidays begin and end at midnight, except Christmas Eve Day, which begins at 12:00 p.m. (noon) and ends at midnight.

8.2.4 Employees who are assigned to work on any holiday may choose to receive their eight (8) hours of holiday compensation in the same pay period in which the holiday occurs, unless the employee elects, in advance and with supervisory approval, to schedule an alternate day off of eight (8) hours within the same pay period. Employees who are assigned to work the afternoon of Christmas Eve shall receive either four (4) hours of holiday pay or four (4) hours of paid time off, to be taken within the same pay period.

8.2.5 In the event the observation of a holiday falls on an employee's regular day off, the employee shall receive eight (8) hours of holiday compensation in the same pay period in which the holiday occurs, unless the employee elects, in advance and with supervisory approval, to schedule an alternate day off with eight (8) hours of pay within the same pay period,

- 8.2.6 Employees on alternative work schedules must use vacation, compensatory-time or floating holiday hours to account for the difference between the eight (8) hour holiday and their longer regular shift, using two (2) hours if on a “4-10s” schedule, or one (1) hour if on a “9-80s” schedule. However, when such employees have actual hours worked on a holiday under Section 8.2.3 above, they shall not also use vacation, compensatory-time, or floating holiday hours to supplement the eight (8) hour holiday.
- 8.2.7 In addition to the holidays provided under Section 8.2 (Holidays), eligible employees shall receive twenty-four (24) hours of floating holiday leave per calendar year. Regular part-time employees shall receive floating holiday leave on a prorated basis, consistent with other paid holidays. Floating holiday leave shall be scheduled with and approved by the Department Director or designee and shall be scheduled at such times as the Employer finds most suitable after considering the wishes of the employee and the requirements of the department, consistent with the standards that apply to vacation leave.
- 8.2.7.1 Employees are eligible to use floating holiday leave after three (3) months of employment. The Department Director may waive this waiting period at their discretion. Floating holiday leave must be used in the calendar year in which it is earned and shall not carry over to the following year. Unused floating holiday leave is forfeited. Floating holiday leave is not paid out upon separation of employment. The City Manager shall have the discretion to designate a particular day during the year as the floating holiday for all eligible employees. The City Manager may take an advisory ballot of all the eligible employees to determine for that year whether the employees wish to leave the floating holiday to individual discretion or to consolidate the floating holiday for one particular citywide day off.

ARTICLE IX **GRIEVANCE PROCEDURE**

- 9.1 **Grievance Definition** - A grievance is a complaint by a regular, full or part-time (non-trial period) employee or group of regular employees alleging a violation of a specific provision of this agreement. A complaint by an eligible employee regarding discipline that does not involve a loss of pay or monetary benefits may only be processed through Step 3 of the grievance procedure herein.
- 9.2 **Grievance Procedure Steps** - A grievance shall be handled in the following manner:
- 9.2.1 **Step 1** - The aggrieved employee or group of employees shall present the grievance in writing to the immediate supervisor within five (5) working days of its occurrence (or discovery of occurrence), not including the day of the occurrence. The supervisor shall provide a written response within five (5) working days of the date of presentation of the grievance, not including the date of the presentation. If the grievance is resolved at Step 1, the supervisor shall prepare a memorandum to the grievant(s) setting forth the terms of the resolution. A copy of this memorandum should be sent to the Department Director and Personnel Director at the time it is sent to the grievant(s).
- 9.2.2 **Step 2** - If the grievance is not settled at Step 1 it shall be: (1) reduced to writing, stating the specific section of this agreement that was allegedly violated and describing the remedy, adjustment, or other corrective action sought; (2) dated; (3) signed by the aggrieved employee or group of employees; and (4) presented to the Department Director within five (5) working days after the supervisor's oral reply is given, not including the day the answer is given. The Department Director shall reply in writing to the grievant(s) within five (5) working days of the date of the presentation of the written grievance, not including the day of the presentation. If the grievance is resolved at Step 2, the Department Director shall prepare a memorandum to the grievant(s) setting forth the terms of this resolution. The Personnel Director should be provided with a copy of this memorandum at the time it is sent to the grievant(s).

9.2.3 **Step 3** - If the grievance is not settled at Step 2, the written grievance shall be presented, along with all pertinent correspondence and information to the City Manager within five working days after the Department Director's response is given, with a copy going to the Department Director. The City Manager may meet with the aggrieved employee or group of employees, the immediate supervisory personnel and the Department Director. The City Manager shall reply to the grievant(s) in writing within ten (10) working days of the date of presentation of the written grievance, not including the day of presentation.

9.2.4 **Step 4** - If the grievance is not resolved by the City Manager, the grievance may, within fifteen (15) calendar days, be referred to a mediator. The Union or the City Manager shall forward a request to the executive director of the Public Employment Relations Commission (PERC) to assign a mediator from his or her staff. Upon designation of the mediator, the parties will make every attempt to schedule a date for mediation within fifteen (15) days.

- a. Proceedings before the mediator shall be confidential and informal in nature. No transcript or other official record of the mediation conference shall be made.
- b. The mediator shall attempt to ensure that all necessary facts and considerations are revealed. The mediator shall have the authority to meet jointly and/or separately with the parties and gather such evidence as deemed necessary.
- c. The mediator shall not have the authority to compel resolution of the grievance. If the mediator is successful in obtaining agreement between the parties, he/she shall reduce the grievance settlement to writing. Said settlement shall not constitute a precedent unless both parties so agree.
- d. If mediation fails to settle the dispute, the mediator may not serve as an arbitrator in the same matter nor appear as a witness for either party. Nothing said or done in mediation may be referred to or introduced into evidence at any subsequent arbitration hearing.

9.2.5 **Step 5 - Arbitration Procedure.** If a grievance concerning a violation of a specific provision of this Agreement which shall not include any disciplinary action is not settled in accordance with the foregoing procedures, the Union or Employer may refer the grievance to arbitration within thirty (30) calendar days after the completion of mediation or in the event mediation is bypassed, within thirty (30) calendar days after completion of Step 3. If the request for arbitration is not filed by the Union staff representative or the Employer within thirty (30) calendar days, the Union or Employer waives its right to pursue the grievance through the arbitration procedure. The City and the Union shall attempt to select a sole arbitrator by mutual agreement. In the event the parties are unable to agree upon an arbitrator, either party may request the Public Employment Relations Commission (PERC) to submit a panel of nine (9) arbitrators. Both the City representative and the Union representative shall have the right to strike four (4) names from the panel. The party striking the first name shall be determined by a flip of a coin. The other party shall then strike the next name and so on. The remaining person shall be the arbitrator. The arbitrator shall be notified of his/her selection by a joint letter from the Employer and the Union requesting that he/she set a time and place subject to the availability of the City and the Union representatives. The arbitrator shall have no right to amend, modify, ignore, add to, or subtract from the provisions of this agreement. He/she shall consider and decide only the specific issue submitted to him/her in writing by the City and the Union and shall have no authority to make a decision on any other issue not submitted to him/her. The arbitrator shall submit his/her decision in writing within thirty (30) calendar days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension thereof. The decision shall be based solely upon his/her interpretation of the meaning or application of the express terms of this Agreement to the facts of the grievance presented. The decision of the arbitrator shall be final and binding.

9.2.6

Step 5 - Arbitration Procedure (Discipline involving loss of pay or monetary benefits). If a grievance concerning discipline involving loss of pay or monetary benefits is not settled in accordance with the foregoing procedures, the Union or Employer may refer the grievance to arbitration within thirty (30) calendar days after the completion of mediation or in the event mediation is bypassed, within thirty (30) calendar days after completion of Step 3. If the request for arbitration is not filed by the Union staff representative or the Employer within thirty (30) calendar days, the Union or Employer waives its right to pursue the grievance through the arbitration procedure.

A panel of three (3) arbitrators determined by the Employer and Union representatives starting with a panel of eleven (11) professionally recognized arbitrators selected by the Employer and the Union. The Employer will then delete four (4) names. The Union will then delete four (4) names. The remaining three (3) arbitrators become the panel from which the Employer shall select an arbitrator if necessary during the term of the Agreement. The arbitrator shall be notified of his/her selection by a joint letter from the Employer and the Union requesting that he/she set a time and place subject to the availability of the City and the Union representatives. The arbitrator's authority is limited to either accepting the position of the Employer or accepting the position of the Union. The arbitrator shall submit his/her decision in writing within thirty (30) calendar days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension thereof. The decision shall be based solely upon his/her interpretation of the meaning or application of the express terms of this Agreement to the facts of the grievance presented. The decision of the arbitrator shall be final and binding.

9.3

Special Provisions

- a. The cost of the arbitration shall be borne equally by the parties including the arbitrator's fees and expenses, room rental and cost of record.
- b. Each party shall bear the cost of the preparation and presentation of its own case, including but not limited to witness fees and attorney fees.
- c. The term "Employee" as used in this article shall mean an individual employee, a group of employees, and/or their Union representative.
- d. An aggrieved party shall be granted time off without loss of pay for the purpose of hearing on a grievance.
- e. A grievance may be entertained in, or advanced to, any step in the grievance procedure if the parties so jointly agree.
- f. The time limits within which action must be taken or a decision made as specified in this procedure may be extended by mutual written consent of the parties involved. A statement of the duration of such extension of time must be signed by both parties.
- g. Any grievance shall be considered settled at the completion of any step if the Employee is satisfied or deemed withdrawn if the matter is not appealed within the prescribed period of time.
- h. Grievance claims involving retroactive compensation shall be limited to one hundred twenty (120) days prior to the written submission of the grievance.

- 9.4 **Election of Remedies** – It is specifically and expressly understood and agreed that taking a grievance appeal to arbitration constitutes an election of remedies and a waiver of any and all rights by the appealing employee, the Union, and all persons it represents to litigate or otherwise contest the appealed subject matter in any court or other available forum. Likewise, litigation or other contest of the subject matter of the grievance in any court or other available forum shall constitute an election of remedies and a waiver of the right to arbitrate the matter.
- 9.4.1 The Union, the appealing employee, and any other bargaining unit members do not have a right to bypass the arbitration provisions of this Agreement and resort to litigation or any other forum to appeal a grievance based on rights under this Agreement.

ARTICLE X **EQUIPMENT, UNIFORMS, AND TRAINING**

- 10.1 **Equipment** - The Employer shall provide each employee safety equipment and protective clothing as required by the Employer for the performance of all essential job functions.
- 10.2 **Uniforms** – The Employer shall provide each employee a sufficient number of uniforms. The Employer shall also provide laundering services for all uniform items. Following initial uniform issue, replacement of uniform items shall be based on need. The Employer shall have the sole and final authority to determine when items need replacement.
- 10.2.1 **Boot Allowance** - Effective January 1, 2026, the Employer shall provide each eligible employee with a boot allowance of up to three hundred and seven dollars (\$307.00) to purchase required work boots. Effective January 1, 2027, the boot allowance shall increase to three hundred and sixteen dollars (\$316.00). Effective January 1, 2028, the boot allowance shall increase to three hundred and twenty-five dollars (\$325.00).
- 10.2.2 Boot replacement shall be based on need, with the Employer having the sole and final authority to determine when replacement is needed. The boot allowance amount shall apply each time a pair of boots is replaced. Reimbursement shall be made upon submission of a valid receipt and shall be administered in accordance with applicable IRS accountable plan requirements. The boot allowance amounts set forth above shall remain fixed for the duration of this Agreement.
- 10.3 **Training** –The Employer shall compensate employees for attending Employer-required or Employer-approved training. Such training shall be paid at the employee’s regular hourly rate of pay, unless otherwise required by the Fair Labor Standards Act (FLSA).
- 10.3.1 The Employer shall pay for or reimburse costs associated with Employer-required or Employer-approved training, including registration fees, materials, travel, lodging, and meals, as applicable and consistent with City policy. Nothing in this section shall be construed to require the Employer to approve or reimburse training that is not Employer-required or Employer-approved.
- 10.3.2 Reimbursement for training and other related expenses shall be in accordance with the Employer’s policy.
- 10.3.3 The Employer shall not be required to compensate an employee for time spent by the employee outside of regular working hours for acquisition or maintenance of certifications required by county, state, or federal law.

ARTICLE XI HEALTH, WELFARE, and RETIREMENT

11.1

Medical Insurance - Regular full-time employees and regular part-time employees budgeted for thirty (30) hours or more per week shall be eligible to participate in the City's medical insurance plans. Premiums shall be paid by the City on behalf of all full-time employees and on behalf of all part-time employees budgeted for thirty (30) or more per week on a pro rata basis according to the following schedule:

- 1) The City will pay ninety percent (90%) of the employee's premium and eighty percent (80%) of the spouse and dependents' premiums for the following Association of Washington Cities Health Insurance Plans:
 - i. HealthFirst 250 Plan
 - ii. Kaiser Permanente \$200 Deductible Plan

- 2) The City will pay one hundred percent (100%) of the eligible employee's premium and ninety percent (90%) of the spouse and dependents' premiums for the Association of Washington Cities High Deductible Health Plans with Regence and Kaiser Permanente.
 - i. For employees who select a High Deductible Plan the City will provide a notional Health Reimbursement Arrangement (HRA) of one thousand seven hundred dollars (\$1,700) for employee only coverage or three thousand four hundred dollars (\$3,400) for any family coverage. The City will fund the notional HRA by preloading a benefits debit card for each employee on an annual basis.

 - ii. Once the deductible has been met, and the employee has paid the coinsurance costs of one thousand five hundred dollars (\$1,500) above any beyond the deductible for employee only coverage, or three thousand dollars (\$3,000) above and beyond the deductible for any family coverage, the City will pay any further coinsurance costs which apply to the employee's annual-out-of pocket limit.

Once the deductible has been met, and the employee has paid the applicable coinsurance costs under the plan design for employee only coverage, or for family coverage, the City will pay any further coinsurance costs which apply to the employee's annual-out-of pocket limit, in accordance of the applicable plan.

 - iii. The unused balance in the notional HRA will be rolled over into the HRA VEBA accounts of current employees in April of the following year.

- 3) For those employees who select the HealthFirst 250 Plan or the Kaiser Permanente \$200 Deductible Plan, the City will make the following contributions to the employee's HRA VEBA account:
 - i. Employee only: seven hundred and fifty dollars (\$750)

 - ii. Employee plus dependents one thousand two hundred and fifty dollars (\$1,250)

- 4) Should the City voluntarily agree to a higher HRA or HSA amount with any other group, the Union members covered by this agreement, shall receive the same amount(s). This provision shall not apply to any HRA or HSA amounts imposed on the Employer as a result of any arbitration or court decision.

- 5) If an employee opts out of the City's medical plans entirely, the employee will receive cash in lieu of the medical benefits. Such payment will be equal to twenty-five percent (25%) of the City's savings, based on the HealthFirst 250 Plan medical premiums plus the HRA-VEBA contributions the City would have paid for the employee and any spouse and/or dependents who are eligible for City medical coverage. To be eligible for such payments, the employee must provide proof of comprehensive group medical coverage through an employer or other entity that covers all individuals in a group. Individual medical insurance purchased on an individual or family basis does not qualify under this option.

11.1.2 **Health Insurance Premium Cost Sharing** -The City shall cover any increases to health insurance premiums up to eight percent (8%) annually. The City and the employees shall equally split any increases above eight percent (8%). If the health insurance premiums increase by more than eight percent (8%), the parties will meet and confer regarding alternative health insurance options.

11.2 **Dental Insurance** - For regular full-time employees and regular part-time employees whose positions are budgeted for thirty (30) or more hours per week, the City shall pay each month one-hundred percent (100%) of the premium necessary for the purchase of employee coverage and dependent coverage under the Association of Washington Cities (AWC) Washington Dental Service Plan F and Plan II Orthodontia.

11.3 **Vision Insurance** - For regular full-time employees and regular part-time employees whose positions are budgeted for thirty (30) or more hours per week, the City shall pay each month one-hundred percent (100%) of the premium necessary for the purchase of employee coverage and dependent coverage under the Association of Washington Cities (AWC) Vision Service Plan (VSP), Full Family \$25 Deductible.

11.4 **Long-term Disability (LTD), Term Life, Accidental Death and Dismemberment (AD&D), and Survivor's Income Benefit (SIB) Insurance** - As the City of Des Moines has withdrawn from the Social Security System, the Employer will provide a package of benefits that is intended to replicate the benefits that employees would be eligible for under Social Security. For regular full-time employees and regular part-time employees whose positions are budgeted for twenty-one (21) or more hours per week, the Employer shall pay each month one-hundred percent (100%) of the premium necessary for the purchase of employee coverage for LTD, Term Life, AD&D, and SIB coverage. The Employer will pay into the Social Security System for employees not eligible for these benefits.

- i. In addition to the current LTD SIB and Term Life Insurance (\$5,000 and \$10,000 AD&D) coverage the City provides, the City will contribute an additional point three five three percent (0.353%) for each employee, covered by the Teamsters Collective Bargaining Agreement, to their 457(a) account from the savings realized by the City from the LTD and SIB Programs.
- ii. The City will modify the terms of the 401(a) Social Security Replacement and 457 Deferred Compensation Plans it purchases from ICMA-RC to allow retired employees represented by the Union to annually withdraw, tax free, the maximum amount allowed by law to pay for health insurance premiums, when federal law or regulation is changed to allow such withdrawals.

11.5 **Payment of Premiums** - The Employer will pay premiums for the coverages described in this Article for eligible employees if the employee is on paid status during the first ten (10) working days of the month.

- 11.6 The Employer reserves the right to select other insurance plans and carriers or to self-insure to provide the benefits outlined in Article 11, provided that the benefits are comparable with those currently offered. The Teamsters agree to accept externally imposed benefit changes.
- 11.7 **Public Employees Retirement System (PERS)** - The Employer and eligible employees shall contribute to the PERS system as required by State law.
- 11.8 **Social Security** - The City of Des Moines does not participate in the Social Security System. In lieu of the retirement benefit of Social Security, the City has a 401(a) Defined Contribution Plan through the International City/County Management Associations Retirement Corporation (ICMA-RC). For regular full-time employees and regular part-time employees whose positions are budgeted for twenty-one (21) or more hours per week, the Employer shall contribute an amount equal to five percent (5)% of base pay and employees shall contribute an amount equal to six and two-tenths percent (6.2)% of base pay. Vesting of the City's share of the 401(a) plan is as follows: after two (2) years of service – (25)%, after three years of service - 50%, after four (4) years of service – (75)%, and after five (5) years of service – (100)%.
- 11.9 **Labor and Industries** - The Employer shall pay into the Labor and Industries system as required by law for all employees covered by this agreement.
- 11.10 **Section 125 Plan** - Effective January 1, 2008, the City shall allow an employee to participate in a Section 125 Plan if he/she so desires.
- 11.11 **Western Conference of Teamsters Pension Trust** - On November 18, 2015, The Union held an election to determine whether the Public Works and Parks employees wanted to participate in the Western Conference of Teamsters Pension Trust. The Union certifies herein that such an election occurred and that bargaining unit members by majority vote determined that they wished to participate. Effective January 1, 2016, all bargaining unit members as recognized in the Collective Bargaining Agreement shall participate in the Western Conference of Teamsters Pension Trust Fund (the "Trust Fund"). Contributions shall be made for all bargaining unit members as recognized in the Collective Bargaining Agreement, based on the previous month's compensable hours, starting with compensable hours earned in January 2016, and paid in the February 2016, pay warrants. Said contributions shall be made by all bargaining unit members through a pre-tax payroll diversion from their monthly earnings for all compensable hours to the Trust Fund's "basic plan" in the manner set forth below. The "basic plan" for purposes of this Agreement means the Trust plan that does not include a Program for Early Retirement (PEER).

Notwithstanding any provision to the contrary that may be contained elsewhere within this Agreement, the Employer shall pay the Teamsters Pension contribution set forth within Section 11.11.2 on behalf of all regular employees performing bargaining unit work; and for purposes of this Section the bargaining unit shall be defined as follows:

All employees hired and/or performing work within the classifications of Appendix "A" shall be included within the scope of the bargaining unit. The scope of the bargaining unit shall exclude all employees of the Employer performing work historically known as "seasonal or summer work".

Specifically excluded from the unit shall be employees working on a seasonal basis that perform "seasonal or summer work" upon the Employer owned property regardless of the method compensated or the location of the work performed.

The scope of this Agreement shall not be expanded by the continuation of the practice of bargaining unit employees performing “seasonal or summer work” so assigned. Provided however the terms of this Agreement shall apply whenever bargaining unit employees perform non-bargaining unit “seasonal or summer work”.

No person or third party beneficiary shall interpret this Agreement such that “seasonal or summer work” shall be considered bargaining unit work regardless of the similarity of work, tools, supervision, or other characteristic. The Union specifically and unequivocally disclaims any work performed by “seasonal or summer work” and confirms that such work is not bargaining unit work for the purpose of this section.

- 11.11.1 The total amount due to the Trust Fund for each monthly payroll period shall be remitted to the Administrator for the Trust Fund in a lump sum by the City on or before the 20th of each month for all compensated hours during the preceding month. The Employer shall abide by rules as may be established by the Trustees of said Trust Fund to facilitate the determination of the reporting and recording of the contribution amounts paid for all bargaining unit employees.
- 11.11.2 The Employer shall pay one dollar and fifty cents (\$1.50) per hour into the Western Conference of Teamsters Pension Trust on account of each member of the bargaining unit for which each hour for which compensation was paid. The one dollar and fifty cents (\$1.50) per hour contribution will be through a payroll diversion on a pre-tax basis.
- 11.11.2.1 For the purposes of this Article compensable hours shall include but not be limited to, all hours worked, vacation or sick leave that is used by the employee and all other forms of hourly compensation. Compensable hours shall not include any cash out of vacation or sick leave benefits upon separation of service for any reason.
- 11.11.3 The pre-tax hourly diversions provided for in Section 11.11.2 may be increased by a majority vote of the affected classifications. In the event this occurs the Employer and the Union will execute a Letter of Agreement modifying Section 11.11.2.

ARTICLE XII LABOR-MANAGEMENT CONFERENCE COMMITTEE

- 12.1 **Labor-Management Conference Committee** - The Employer and the Union shall establish a Joint Labor-Management Conference Committee which shall be comprised of participants from both the Employer and the Union. The function of the Committee shall be to meet periodically to discuss issues of general interest and/or concern, as opposed to individual complaints, for the purpose of establishing a harmonious working relationship between the employees, the Employer and the Union. It is not the purpose of the Committee to reopen collective bargaining negotiations or to change the terms of this Agreement. Either the Employer or the Union may request a meeting of the Committee. The party requesting the meeting shall do so in writing listing the issues they wish to discuss.

ARTICLE XIII COMPENSATION

- 13.1 **Base Wage** – The classifications of work and monthly rates of pay for employees covered by this Agreement shall be set forth within Appendix "A" and Appendix "B" to this Agreement which by this reference shall be incorporated herein as if set forth in full.
- 13.2 **Military Paid Leave of Absence** – An employee who is a member of the reserves or any branch of the uniformed service, who is ordered to involuntary active duty by the United States government, thus requiring a leave of absence from his or her City position, and who has exhausted annual military leave as provided by RCW 38.40.060 will be granted a paid leave of absence from their City position at their base rate of pay less the amount of military pay to which they are entitled.

ARTICLE XIV PERFORMANCE OF DUTY

14.1 Employees shall perform their assigned duties to the best of their abilities. The Union and the Employer agree that there shall be no strikes, walk outs, slow downs, stoppages of work, "sick outs", or any interference with the efficient operation of the departments.

ARTICLE XV SAVINGS

15.1 Should any provision of this Agreement be rendered invalid by reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation shall not invalidate the remaining portions of this Agreement, and the remaining portions shall remain in full force and effect.

ARTICLE XVI SAFETY

16.1 **Safety** – The Employer agrees to provide a work environment that complies with all applicable state and federal laws to insure worker safety. During the term of this Agreement, the Employer and Union will further meet and discuss the implementation of a Safety Program and its application to bargaining unit employees.

16.2 **Drug and Alcohol Testing** – The parties have agreed to implement the Department of Transportation requirements for CDL drug and alcohol testing and the City's Drug and Alcohol Testing Policy and Procedures.

ARTICLE XVII EMPLOYEE RIGHTS

17.1 The Employer recognizes and agrees that employees covered by this Agreement are entitled to all rights and privileges accorded ordinary citizens under all applicable provisions of the United States and State Constitutions as well as the rights and privileges granted by any and all applicable laws and this Agreement. If a meeting is called for disciplinary action, and employee may request a Union Representative to be present.

17.2 Employees shall have the right to review their personnel file on break time, lunchtime, or leave status, and request in writing amendments of any statements in their file. Any Employer's decision regarding a proposed amendment shall be in writing. If amendment is refused, the employee shall be entitled to have a rebuttal statement placed in the file. All performance evaluations shall be reviewed with the employee before being included in their personnel file. Employees shall sign the evaluation as evidence that it has been reviewed with them. An employee's signature does not necessarily indicate agreement.

ARTICLE XVIII SUBCONTRACTING

18.1 At least ninety (90) days prior to the implementation of contracting out to public or private agencies, the City shall meet with the Union to:

- 1) Provide the City's reasons and goals for contracting out or reassignment of the work,
- 2) Discuss alternatives to contracting out or reassignment that would meet the City's goals, and
- 3) If the implementation should result in a reduction of the workforce, bargain the impacts of such contracting out or reassignment.

ARTICLE XIX COMPLETE AGREEMENT

- 19.1 All matters not specifically covered in this Agreement shall be deemed to have been raised and disposed of as if specifically covered herein. It is agreed that this document contains the full and complete agreement on all bargainable issues between the parties hereto and for all for whose benefit this Agreement is made, and no party shall be required during the term of this Agreement to negotiate or bargain upon any issue unless mutually agreed otherwise.
- 19.2 Any and all agreements, written and verbal, previously entered into between the parties hereto are mutually canceled and superseded by this Agreement.

ARTICLE XX TERM OF AGREEMENT

- 20.1 This Agreement shall be effective January 1, 2026 unless otherwise agreed, and shall remain in full force and effect through December 31, 2028. If a certain Article specified a different date, that date shall take precedent. Either party may upon written notice to the other no later than ninety (90) days prior to the expiration of the Agreement of their intent to meet and negotiate a successor agreement.
- 20.2 Notwithstanding the provisions of Section 20.1, this Agreement and all of its terms and provisions shall continue to remain in full force and effect during the course of negotiations on a new Labor Agreement until such time as the terms of a new Agreement have been reached or an impasse has been reached and declared by the Employer and/or the Union, whichever is the sooner; provided however, in no event shall an impasse be declared earlier than one (1) year following the expiration date of this Agreement.

ARTICLE XXI MISCELLANEOUS

- 21.1 **Tardiness** - Deductions shall be made for tardiness in increments of fifteen (15) minutes with the major portion (eight (8) or more minutes) of each fifteen (15) minute increment being deducted as fifteen (15) minutes.
- 21.2 **Furloughs** - The City reserves the right to negotiate furloughs in the event of significant budget shortfall as part of its efforts to preserve essential services and ensure the City's ongoing ability to meet its financial obligations. The City recognizes its obligation to provide notice to the Union and an opportunity to negotiate furloughs. The details of any furlough will be negotiated in good faith by the parties, including whether seniority may apply in a furlough and how furloughs or equivalent concessions are being implemented for other City employees (since it is not the City's intent to single out the Teamsters bargaining unit). Furloughs would only be implemented either by agreement between the parties or upon completion of negotiations and statutory impasse procedures pursuant to RCW 41.56. The concerns of the Union will be given good faith consideration by the City, including concerns as to equity with other City employees.

21.3

Cell Phones - The City may opt to provide a cell phone stipend of \$20.00 per month, for employees who hold the classification of Maintenance Worker I and/or Maintenance Worker II. Employees, who hold the classification of Maintenance Specialist and Maintenance Lead and are required to utilize a cell phone as part of their normal course of business, may opt to use a City provided cell-phone or choose to receive a monthly cell phone stipend amount as established per City policy. Marina employees may also receive a cell phone stipend of \$20.00 per month regardless of classification.

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL
EMPLOYEES AND DRIVERS LOCAL UNION
NO. 763, affiliated with the International
Brotherhood of Teamsters

CITY OF DES MOINES, WASHINGTON

By _____
Chad Baker
Secretary-Treasurer

By _____
Katherine Caffrey
City Manager

Date _____

Date _____

APPENDIX "A"
to the
AGREEMENT
by and between
CITY OF DES MOINES, WASHINGTON
and
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763
(Representing the Public Works, Parks and Marina Employees)

January 1, 2026 through December 31, 2028

THIS APPENDIX is supplemental to the AGREEMENT by and between the CITY OF DES MOINES, WASHINGTON, hereinafter referred to as the Employer, and PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the Union.

See Appendix B for 2026-2028 Salary Schedules.

- A.1 Effective January 1, 2026, the base wage rates in effect December 31, 2025, shall be increased by three percent (3)% percent.
- A.1.1 Effective January 1, 2027, the base wage rates in effect December 31, 2026, shall be increased by three percent (3)% percent.
- A.1.2 Effective January 1, 2028, the base wage rates in effect December 31, 2027, shall be increased by three percent (3)% percent.

A.2. Longevity

5 years	1.0%
10 years	2.0%
15	3.0%
20 years	4.0%
25 years	5.0%

Increases in the longevity premium rate shall begin in January of the year in which periods of aggregate service with the City are completed according to the schedule above and shall be calculated on the employee's base pay only.

- A.3 All employees employed by the City on the date of Union ratification shall receive a fifteen hundred (\$1500) lump sum payment no less than ninety (90) days following the date of ratification.

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL
EMPLOYEES AND DRIVERS LOCAL UNION
NO. 763, affiliated with the International
Brotherhood of Teamsters

CITY OF DES MOINES, WASHINGTON

By _____
Chad Baker
Secretary-Treasurer

By _____
Katherine Caffrey
City Manager

Date _____

Date _____

APPENDIX "B"
 to the
 AGREEMENT
 by and between
 CITY OF DES MOINES, WASHINGTON
 and
 PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
 LOCAL UNION NO. 763
 (Representing the Public Works, Parks and Marina Employees)

January 1, 2026 through December 31, 2028

2026
City of Des Moines - Index of Positions and Pay Schedule
Teamsters

Grade/ Rank	Positions	Step/Level	Hourly Rate	Semi-Monthly Salary	Annual Salary
T-11	Harbor Attendant I Maintenance Worker I	Step 1	30.5539	2,648.11	63,554.64
		Step 2	32.0816	2,780.51	66,732.24
		Step 3	33.6836	2,919.36	70,064.64
		Step 4	35.3704	3,065.55	73,573.20
		Step 5	37.1421	3,219.11	77,258.64
T-12		Step 1	31.7740	2,753.85	66,092.40
		Step 2	33.3653	2,891.77	69,402.48
		Step 3	35.0309	3,036.13	72,867.12
		Step 4	36.7814	3,187.84	76,508.16
		Step 5	38.6168	3,346.92	80,326.08
T-13	Maintenance Worker I* Harbor Attendant I*	Step 1	33.0470	2,864.18	68,740.32
		Step 2	34.7020	3,007.62	72,182.88
		Step 3	36.4313	3,157.50	75,780.00
		Step 4	38.2561	3,315.66	79,575.84
		Step 5	40.1657	3,481.16	83,547.84
T-14		Step 1	34.3732	2,979.13	71,499.12
		Step 2	36.0918	3,128.08	75,073.92
		Step 3	37.8847	3,283.47	78,803.28
		Step 4	39.7838	3,448.06	82,753.44
		Step 5	41.7676	3,620.00	86,880.00

2026
City of Des Moines - Index of Positions and Pay Schedule
Teamsters

Grade/ Rank	Positions	Step/Level	Hourly Rate	Semi-Monthly Salary	Annual Salary
T-15	Harbor Attendant II Maintenance Worker II Facilities Maintenance Worker I	Step 1	35.7417	3,097.73	74,345.52
		Step 2	37.5240	3,252.21	78,053.04
		Step 3	39.4018	3,414.95	81,958.80
		Step 4	41.3751	3,585.98	86,063.52
		Step 5	43.4545	3,766.20	90,388.80
T-16		Step 1	37.1739	3,221.86	77,324.64
		Step 2	39.0199	3,381.85	81,164.40
		Step 3	40.9932	3,552.88	85,269.12
		Step 4	43.0301	3,729.42	89,506.08
		Step 5	45.1837	3,916.07	93,985.68
T-17	Marina Environmental Operations Specialist Maintenance Specialist Traffic Control Specialist	Step 1	38.6592	3,350.59	80,414.16
		Step 2	40.5900	3,517.94	84,430.56
		Step 3	42.6270	3,694.48	88,667.52
		Step 4	44.7488	3,878.38	93,081.12
		Step 5	46.9873	4,072.39	97,737.36
T-18		Step 1	40.2081	3,484.84	83,636.16
		Step 2	42.2132	3,658.62	87,806.88
		Step 3	44.3244	3,841.60	92,198.40
		Step 4	46.5417	4,033.77	96,810.48
		Step 5	48.8651	4,235.14	101,643.36
T-19	Senior Maintenance Lead	Step 1	41.8207	3,624.60	86,990.40
		Step 2	43.9000	3,804.81	91,315.44
		Step 3	46.0961	3,995.15	95,883.60
		Step 4	48.3983	4,194.68	100,672.32
		Step 5	50.8277	4,405.24	105,725.76
T-21	Crew Chief	Step 1	45.4109	3,935.76	94,458.24
		Step 2	47.7370	4,137.37	99,296.88
		Step 3	50.0630	4,338.96	104,135.04
		Step 4	52.6303	4,561.47	109,475.28
		Step 5	55.1975	4,783.97	114,815.28

2026
City of Des Moines - Index of Positions and Pay Schedule
Teamsters

Grade/ Rank	Positions	Step/Level	Hourly Rate	Semi-Monthly Salary	Annual Salary
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Salary Schedule effective 1/1/2026 and is subject to change

*Placement within and movement between ranges T11 and T13 is based on qualifications, certifications, and experience

2027
City of Des Moines - Index of Positions and Pay Schedule
Teamsters

Grade/ Rank	Positions	Step/Level	Hourly Rate	Semi-Monthly Salary	Annual Salary
T-11	Harbor Attendant I	Step 1	31.4705	2,727.55	65,461.20
		Step 2	33.0440	2,863.92	68,734.08
	Maintenance Worker I	Step 3	34.6941	3,006.94	72,166.56
		Step 4	36.4315	3,157.52	75,780.48
		Step 5	38.2564	3,315.68	79,576.32
T-12		Step 1	32.7272	2,836.47	68,075.28
		Step 2	34.3663	2,978.53	71,484.72
		Step 3	36.0818	3,127.21	75,053.04
		Step 4	37.8848	3,283.48	78,803.52
		Step 5	39.7753	3,447.33	82,735.92
T-13	Maintenance Worker I*	Step 1	34.0384	2,950.11	70,802.64
		Step 2	35.7431	3,097.85	74,348.40
	Harbor Attendant I*	Step 3	37.5242	3,252.22	78,053.28
		Step 4	39.4038	3,415.13	81,963.12
		Step 5	41.3707	3,585.60	86,054.40
T-14		Step 1	35.4044	3,068.50	73,644.00
		Step 2	37.1746	3,221.92	77,326.08
		Step 3	39.0212	3,381.97	81,167.28
		Step 4	40.9773	3,551.50	85,236.00
		Step 5	43.0206	3,728.60	89,486.40
T-15	Harbor Attendant II	Step 1	36.8140	3,190.67	76,576.08
	Maintenance Worker II	Step 2	38.6497	3,349.77	80,394.48
	Facilities Maintenance Worker I	Step 3	40.5839	3,517.41	84,417.84
		Step 4	42.6164	3,693.56	88,645.44
		Step 5	44.7581	3,879.18	93,100.32

2027
City of Des Moines - Index of Positions and Pay Schedule
Teamsters

Grade/ Rank	Positions	Step/Level	Hourly Rate	Semi-Monthly Salary	Annual Salary
T-16		Step 1	38.2891	3,318.52	79,644.48
		Step 2	40.1905	3,483.31	83,599.44
		Step 3	42.2230	3,659.47	87,827.28
		Step 4	44.3210	3,841.30	92,191.20
		Step 5	46.5392	4,033.55	96,805.20
T-17	Marina Environmental Operations Specialist	Step 1	39.8190	3,451.11	82,826.64
	Maintenance Specialist	Step 2	41.8077	3,623.47	86,963.28
	Traffic Control Specialist	Step 3	43.9058	3,805.32	91,327.68
		Step 4	46.0913	3,994.73	95,873.52
		Step 5	48.3969	4,194.56	100,669.44
T-18		Step 1	41.4143	3,589.38	86,145.12
		Step 2	43.4796	3,768.38	90,441.12
		Step 3	45.6541	3,956.84	94,964.16
		Step 4	47.9380	4,154.79	99,714.96
		Step 5	50.3311	4,362.20	104,692.80
T-19	Senior Maintenance Lead	Step 1	43.0753	3,733.34	89,600.16
		Step 2	45.2170	3,918.96	94,055.04
		Step 3	47.4790	4,115.00	98,760.00
		Step 4	49.8502	4,320.52	103,692.48
		Step 5	52.3525	4,537.39	108,897.36
T-21	Crew Chief	Step 1	46.7732	4,053.83	97,291.92
		Step 2	49.1691	4,261.49	102,275.76
		Step 3	51.5649	4,469.130	107,259.12
		Step 4	54.2092	4,698.31	112,759.44
		Step 5	56.8534	4,927.48	118,259.52

Salary Schedule effective 1/1/2027 and is subject to change

*Placement within and movement between ranges T11 and T13 is based on qualifications, certifications, and experience

2028
City of Des Moines - Index of Positions and Pay Schedule
Teamsters

Grade/ Rank	Positions	Step/Level	Hourly Rate	Semi-Monthly Salary	Annual Salary
T-11	Harbor Attendant I Maintenance Worker I	Step 1	32.4146	2,809.37	67,424.88
		Step 2	34.0353	2,949.84	70,796.16
		Step 3	35.7349	3,097.14	74,331.36
		Step 4	37.5244	3,252.24	78,053.76
		Step 5	39.4041	3,415.15	81,963.60
T-12		Step 1	33.7090	2,921.56	70,117.44
		Step 2	35.3973	3,067.88	73,629.12
		Step 3	37.1643	3,221.03	77,304.72
		Step 4	39.0213	3,381.98	81,167.52
		Step 5	40.9686	3,550.75	85,218.00
T-13	Maintenance Worker I* Harbor Attendant I*	Step 1	35.0596	3,038.62	72,926.88
		Step 2	36.8154	3,190.79	76,578.96
		Step 3	38.6499	3,349.79	80,394.96
		Step 4	40.5859	3,517.58	84,421.92
		Step 5	42.6118	3,693.16	88,635.84
T-14		Step 1	36.4665	3,160.55	75,853.20
		Step 2	38.2898	3,318.58	79,645.92
		Step 3	40.1918	3,483.42	83,602.08
		Step 4	42.2066	3,658.05	87,793.20
		Step 5	44.3112	3,840.45	92,170.80
T-15	Harbor Attendant II Maintenance Worker II Facilities Maintenance Worker I	Step 1	37.9184	3,286.39	78,873.36
		Step 2	39.8092	3,450.26	82,806.24
		Step 3	41.8014	3,622.93	86,950.32
		Step 4	43.8949	3,804.37	91,304.88
		Step 5	46.1008	3,995.56	95,893.44
T-16		Step 1	39.4378	3,418.07	82,033.68
		Step 2	41.3962	3,587.81	86,107.44
		Step 3	43.4897	3,769.25	90,462.00
		Step 4	45.6506	3,956.54	94,956.96
		Step 5	47.9354	4,154.56	99,709.44

T-17	Marina Environmental Operations Specialist	Step 1	41.0136	3,554.65	85,311.60
	Maintenance Specialist	Step 2	43.0619	3,732.17	89,572.08
	Traffic Control Specialist	Step 3	45.2230	3,919.48	94,067.52
		Step 4	47.4740	4,114.57	98,749.68
		Step 5	49.8488	4,320.40	103,689.60
T-18		Step 1	42.6567	3,697.06	88,729.44
		Step 2	44.7840	3,881.43	93,154.32
		Step 3	47.0237	4,075.54	97,812.96
		Step 4	49.3761	4,279.43	102,706.32
		Step 5	51.8410	4,493.06	107,833.44
T-19	Senior Maintenance Lead	Step 1	44.3676	3,845.34	92,288.16
		Step 2	46.5735	4,036.53	96,876.72
		Step 3	48.9034	4,238.46	101,723.04
		Step 4	51.3457	4,450.13	106,803.12
		Step 5	53.9231	4,673.52	112,164.48
T-21	Crew Chief	Step 1	48.1764	4,175.45	100,210.80
		Step 2	50.6442	4,389.33	105,343.92
		Step 3	53.1118	4,603.20	110,476.80
		Step 4	55.8355	4,839.26	116,142.24
		Step 5	58.5590	5,075.31	121,807.44

Salary Schedule effective 1/1/2028 and is subject to change

*Placement within and movement between ranges T11 and T13 is based on qualifications, certifications, and experience

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL
EMPLOYEES AND DRIVERS LOCAL UNION
NO. 763, affiliated with the International
Brotherhood of Teamsters

CITY OF DES MOINES, WASHINGTON

By _____
Chad Baker
Secretary-Treasurer

By _____
Katherine Caffrey
City Manager

Date _____

Date _____

**City Council
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL
City of Des Moines, WA

SUBJECT: Vision Zero Resolution - 25 Minutes

ATTACHMENTS:

1. Draft Resolution No. 26-003
2. Des Moines Vision Zero PowerPoint

FOR AGENDA OF:

May 14, 2026

DEPT OF ORIGIN:

Public Works

DATE SUBMITTED:

May 04, 2026.

CLEARANCES:

Public Works

Courts

Purpose and Recommendation

The purpose of this agenda item is to present the City's Vision Zero safety approach to transportation planning and for the City Council to approve Draft Resolution No. 26-003 (Attachment 1) adopting the proposed Vision Zero target to eliminate all fatal and serious injury crashes on the City's multimodal transportation system by 2044. A representative from Transpo Group will be present at the meeting to answer any questions the Council may have.

Suggested Motion:

Motion: "I move to approve Draft Resolution No. 26-003 adopting the Vision Zero goal and timeline for the City of Des Moines and to apply the Safe Systems approach to achieve this goal."

Background

Traffic fatalities and serious injuries remain a significant public health and transportation safety concern nationally, across Washington state, and throughout the Puget Sound region. Recent statewide data shows traffic fatalities continuing to rise despite longstanding safety efforts under Washington State's *Target Zero* framework. This trend underscores the need for jurisdictions to adopt more proactive and systemic approaches to roadway safety.

The U.S. Department of Transportation's National Roadway Safety Strategy identifies the elimination of roadway fatalities as requiring a cultural shift that treats traffic deaths

as preventable and unacceptable. Washington state has long embraced this philosophy through its *Target Zero Strategic Highway Safety Plan*, which establishes the goal of eliminating fatal and serious injury crashes statewide. The 2024 *Target Zero* update continues this commitment and emphasizes implementation of the *Safe System Approach*.

Vision Zero represents the local application of these same principles. Rather than focusing solely on individual driver behavior, Vision Zero recognizes that transportation agencies, policymakers, planners, engineers, public safety officials, and roadway users all share responsibility for creating a safer transportation system.

Traditional roadway safety models are largely based on the assumption that roadway users can consistently behave safely at all times. In contrast, the Safe System Approach acknowledges that human mistakes are inevitable and seeks to design transportation systems that anticipate those mistakes and reduce the likelihood of severe outcomes. This includes designing roadway infrastructure, speeds, vehicles, and policies in ways that minimize the risk and severity of crashes and better protect the human body when collisions occur.

The Safe System Approach has been adopted at the national, state, regional, and local levels. In 2025, the Puget Sound Regional Council adopted a Regional Safety Action Plan to guide safety-focused strategies and support local safety planning efforts. Nearby jurisdictions, including Seattle, Tacoma, and Bellevue, have also adopted Vision Zero goals and related implementation frameworks.

Discussion

Under the City's on-call general civil engineering services agreements, staff have worked with Transpo Group to advance policy and technical work focused on improving roadway safety, including development of the Local Road Safety Plan and Comprehensive Safety Action Plan. Adoption of a Vision Zero goal and associated timeline would provide the policy framework needed to align these efforts under a single, long-term safety strategy.

A Vision Zero resolution does not represent a commitment to immediately eliminate all fatal and serious injury crashes. Rather, adoption of the resolution would formally establish roadway safety as a City priority and affirm that future transportation decisions should be guided by the long-term goal of reducing fatal and serious injury crashes to zero over time. This policy direction would help ensure that safety considerations are consistently integrated into project development, capital planning, operations, maintenance, corridor prioritization, and grant strategy. This approach is consistent with both the USDOT Safe System Approach and Washington State's *Target Zero* framework.

Adoption of a Vision Zero goal would also demonstrate the City's commitment to strengthening and completing its Comprehensive Safety Action Plan. USDOT guidance identifies leadership commitment and formal goal-setting as required components of a qualifying Action Plan and specifically encourages governing bodies to establish that

commitment through an official public action such as a resolution, policy, or ordinance. The commitment must include both a goal and a timeline for eliminating roadway fatalities and serious injuries.

In addition, adoption of the Vision Zero resolution would align Des Moines with broader state and regional transportation safety efforts and strengthen the City's competitiveness for future state and federal grant opportunities by demonstrating a clear, Council-endorsed commitment to roadway safety.

The proposed Vision Zero target year of 2044 was intentionally selected to align with the City's long-range transportation planning horizon established through the 2024 Comprehensive Plan update. During that process, public engagement identified strong community interest in improving roadway and pedestrian safety. Establishing a 20-year planning horizon provides a realistic and measurable timeframe for implementing systemic safety improvements, prioritizing investments through the Transportation Improvement Program, and integrating Safe System principles into future capital, maintenance, and operational decisions. The timeline also allows the City to measure progress over time, adapt strategies as needed, and coordinate with regional and state safety initiatives while maintaining a clear long-term commitment to eliminating fatal and serious injury crashes.

Following adoption of the Vision Zero resolution, staff will continue development of the Comprehensive Safety Action Plan and return to Council later this year for consideration and adoption. Upon completion, the plan will guide implementation of prioritized safety projects and support pursuit of future state and federal grant funding opportunities. These efforts are intended to continue through future Comprehensive Plan update cycles and beyond to support sustained progress toward the City's Vision Zero goal.

Alternatives

The City Council could elect to not adopt Draft Resolution No. 26-003, thereby placing the completion of the City's Comprehensive Safety Action Plan at risk. This is not advisable as it will prevent the City from pursuing future state and federal grand funding opportunities.

Financial Impact

None

Recommendation

Staff recommends adoption of the motion.

CITY ATTORNEY'S FIRST DRAFT 05/04/2026

DRAFT RESOLUTION NO. 26-003

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF DES MOINES, WASHINGTON, adopting a Vision Zero goal to eliminate fatalities and severe injuries on City streets.

WHEREAS, this resolution commits the City of Des Moines to adopting a goal to achieve zero traffic fatalities and severe injuries among all road users (including people walking, biking, rolling in wheelchairs and mobility devices, using transit, and driving), and

WHEREAS, the City's adopted 2019 ADA Transition Plan, 2024 Comprehensive Plan Transportation Element, and 2026 Local Road Safety Plan together seek to provide a multimodal system that safely accommodates all modes of travel, and

WHEREAS, the Puget Sound Regional Council (PSRC) and member agencies, including the City of Des Moines, have developed a 2025 Regional Safety Action Plan that conforms with all the requirements and criteria established by the US Department of Transportation (USDOT) Safe Streets and Roads for All (SS4A) program, and

WHEREAS, the City of Des Moines, like the State of Washington and the United States as a whole, continues to experience fatal and serious injury collisions on its roads, especially involving vulnerable road users, and

WHEREAS, public agencies in Washington State consider traffic fatalities and serious injuries to be unacceptable and preventable rather than inevitable and to be expected, and

WHEREAS, the City of Des Moines has aligned transportation policies and priorities with the State of Washington's Strategic Highway Safety Plan goal of Target Zero using a Safe System Approach to transportation safety analysis; now therefore,

THE CITY COUNCIL OF THE CITY OF DES MOINES RESOLVES AS FOLLOWS:

Sec. 1. Authorization. The City Council hereby adopts a Vision Zero target to eliminate all fatal and serious injury crashes that occur on the City multimodal transportation system by 2044 and directs staff to apply the Safe Systems Approach as a comprehensive and holistic method to achieve this goal.

Resolution No. _____
Page 2 of 2

ADOPTED BY the City Council of the City of Des Moines,
Washington this _____ day of _____, 2026 and signed in authentication
thereof this _____ day of _____, 2026.

M A Y O R

APPROVED AS TO FORM:

City Attorney

ATTEST:

City Clerk



Vision Zero Resolution

May 14, 2026

Presentation Overview

- Background
- Introduction to Vision Zero
- Data on Crash Fatalities
- Safe System Approach
- Comprehensive Safety Action Plan Overview
- Next Steps

Background

2024 Comprehensive Plan and 20-Year (2025-2044) Transportation Project List

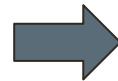


2026 Local Road Safety Plan
and WSDOT HSIP grant



Vision Zero Commitment and
Comprehensive Safety Action Plan

May-August 2026



Various State and Federal
Transportation Safety Grants

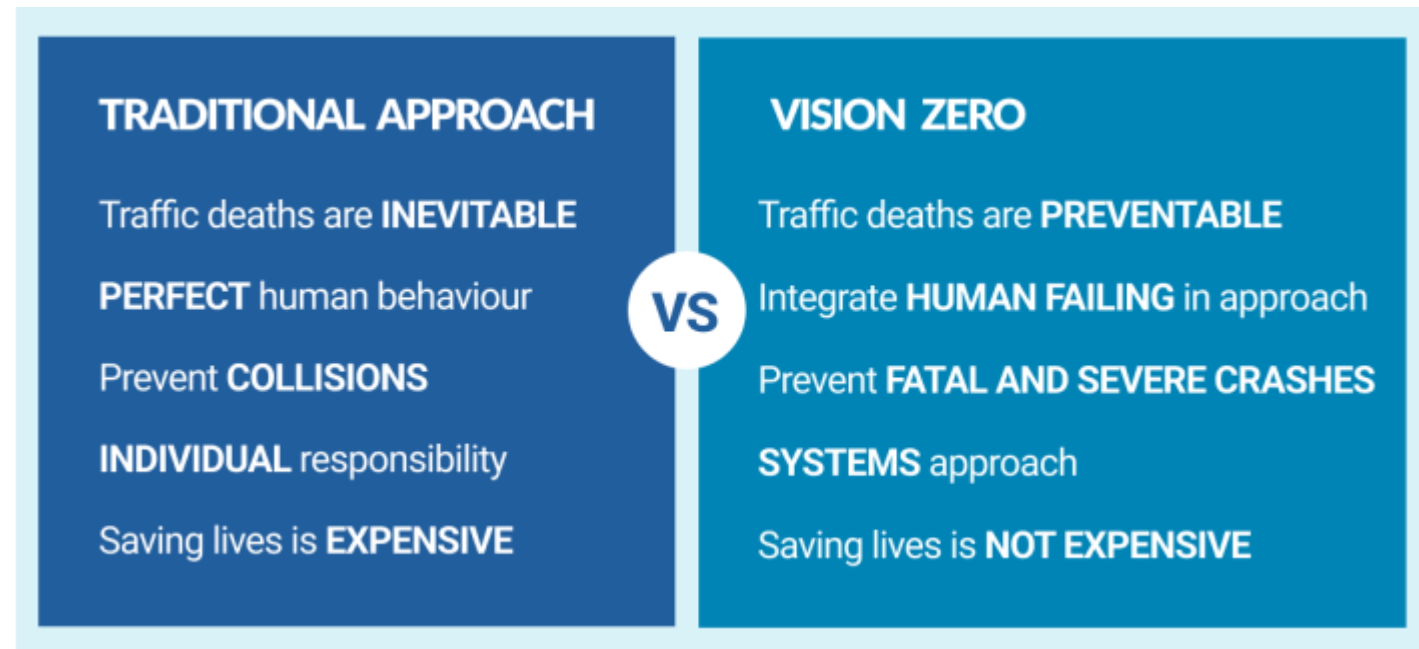
2027-2034

VISION ZERO INTRODUCTION (WHAT?)

What is Vision Zero?

International approach to focus on elimination of fatal and serious injury crashes

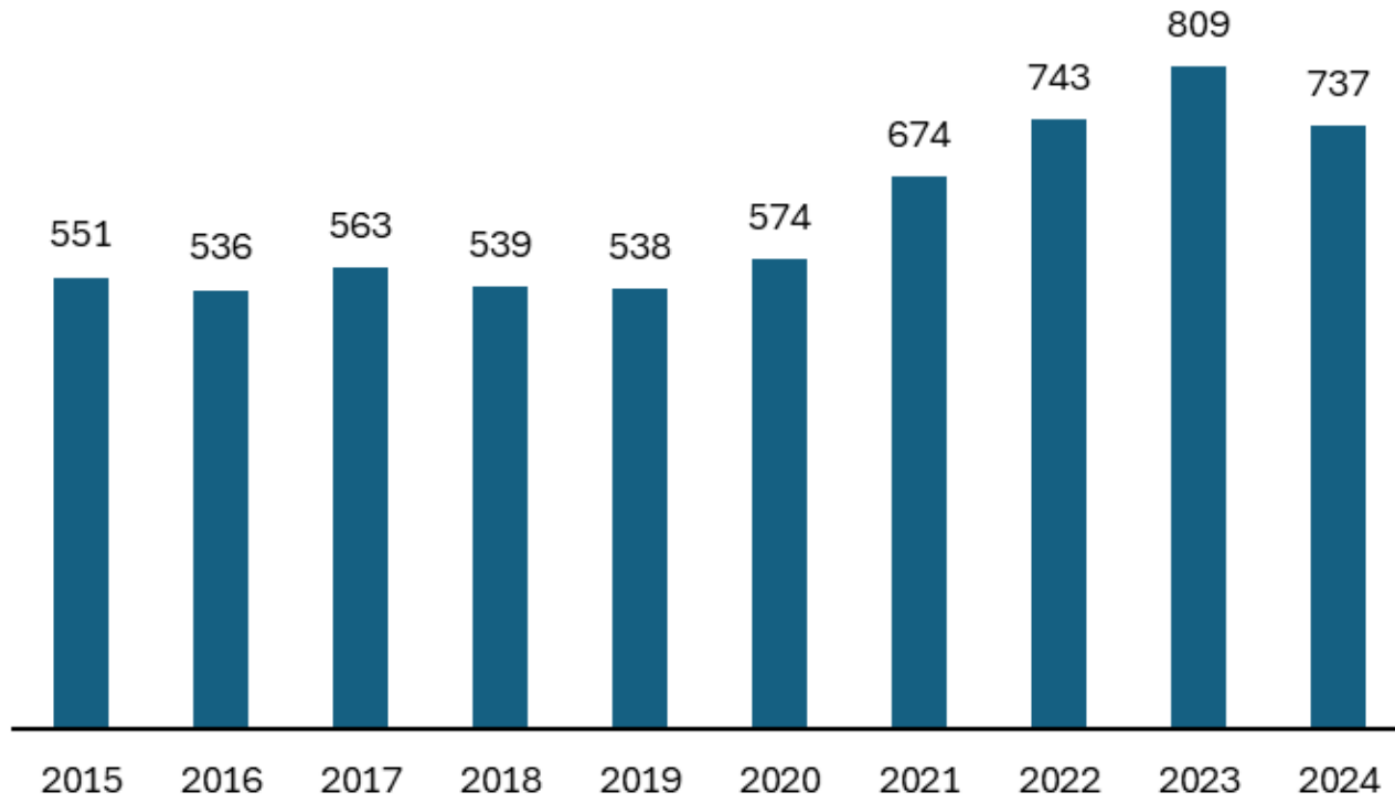
- Applies Safe System Approach (*Used in LRSP*)
- Proactive vs Reactive
- Identifies “High-Injury Network”
- Adopted by WSDOT 2024
- Adopted by PSRC 2025



(Source: [Vision Zero Network](#))

INCREASE IN ROADWAY FATALITIES (WHY?)

Washington Total Traffic Fatalities, 2015-2024



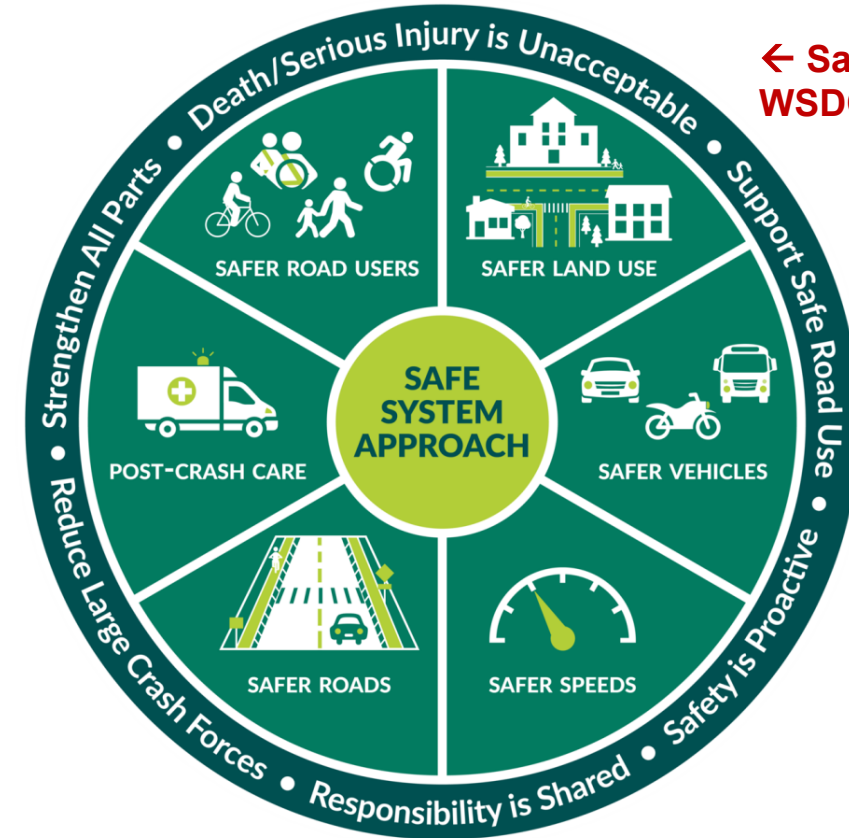
Source: Washington Traffic Safety Commission Legislative Update; March 24, 2026

- Despite statewide commitment to Target Zero for many years
- Significant increase in fatalities over the past 5 years
- Need to adopt and use best practices in transportation safety planning

BEST PRACTICES (HOW?)

Safe System Approach

- Commitment to Vision Zero
- Community involvement
- Historic crash data analysis
- Emphasis on vulnerable road users
- Proactive risk assessment
- Countermeasure identification
- Systemic improvement identification
- Prioritization of improvements
- Tracking progress made



Washington State Safe System Approach
(Source: [Washington's 2024 Strategic Highway Safety Plan](#))

COMPONENTS OF A CSAP (HOW?)

- **Prepare 2026 Comprehensive Safety Action Plan to include:**
 - **Leadership Commitment to Vision Zero**
 - **Planning Structure**
 - Multi-Departmental Approach & Oversight for Safety
 - **Public engagement**
 - 2024 Des Moines Comprehensive Plan
 - 2025 Puget Sound Regional Council (PSRC) Regional Safety Action Plan (RSAP)
 - **Safety Analysis (2025 PSRC RSAP & 2026 Local Road Safety Plan (LRSP))**
 - Identify Des Moines High-Injury Network
 - **Audit of City transportation safety goals, policies, and practices**
 - Status and What can be strengthened?
 - **Prioritized list of safety projects and programs**
 - **Progress and Transparency**
 - Annual Progress Report with Transportation Improvement Program

NEXT STEPS (WHO & WHEN?)

- **City of Des Moines Commitment to Vision Zero**
 - Resolution # 26-003 – May 14, 2026
- **Develop Comprehensive Safety Action Plan (CSAP)**
 - May – August 2026
- **CSAP to City Council for Adoption**
 - September 2026
- **Seek State and Federal Grant Opportunities**
 - 2027-2034 (*Next Comprehensive Plan Update*)

Suggested Motion

“I move to approve Draft Resolution No. 26-003 adopting the Vision Zero goal and timeline for the City of Des Moines and to apply the Safe System approach to achieve this goal.”

QUESTIONS & DISCUSSION



**City Council
AGENDA ITEM**

**BUSINESS OF THE CITY COUNCIL
City of Des Moines, WA**

SUBJECT: Photo Enforcement Program Update - 35 Minutes

ATTACHMENTS:

1. Traffic Camera Locations
2. Program Expansion Study Locations
3. Photo Enforcement Update
PowerPoint

FOR AGENDA OF:

May 14, 2026

DEPT OF ORIGIN:

Legal

DATE SUBMITTED:

May 04, 2026

CLEARANCES:

Public Works

Police

Purpose and Recommendation

The purpose of this agenda item is to provide an update on the City's Photo Enforcement Program. The Council will be presented the history of the Program, provided with an update on the current status, and given information on potential expansion. A representative from Verra Mobility will be present at the meeting to answer any questions the Council may have.

Background

The City initially created the Photo Enforcement Program in 2011, with two speed cameras monitoring the roadway in front of Woodmont Elementary during before school and after school hours. An additional two cameras were installed at Pacific Middle and Midway Elementary School in 2012.

In 2016, the City installed seven additional red light cameras at high collision/speed intersections throughout the City. The program was expanded again in 2024 with four Park Zone cameras installed in Redondo. All cameras were installed and are owned by Verra Mobility (formerly Automated Traffic Solutions).

Discussion

The City is limited by state law as to what type of photo enforcement cameras can be used and where. Historically, cameras were only allowed to be used for school zones and red light enforcement. Recently these uses have been expanded to add Park

Zones, Hospital Zones and other narrow uses, such as allowing cameras on school buses to enforce no passing laws.

The State legislature has again expanded the authorized uses of photo enforcement technology to allow one general speed camera for every 10,000 residents. Accordingly, the City is now allowed to activate an additional three cameras anywhere in the City that meet the general requirements of state law regarding safety and equity.

Pursuant to state law, prior to the installation of any new cameras, the City must prepare an analysis of the locations where they "are proposed to be located before adding traffic safety cameras to a new location or relocating any existing camera to a new location within the jurisdiction. The analysis must include equity considerations including the impact of the camera placement on livability, accessibility, economics, education, and environmental health when identifying where to locate an automated traffic safety camera. The analysis must also show a demonstrated need for traffic cameras based on one or more of the following in the vicinity of the proposed camera location: travel by vulnerable road users, evidence of vehicles speeding, rates of collision, reports showing near collisions, and anticipated or actual ineffectiveness or infeasibility of other mitigation measures." RCW 46.63.220. If these criteria are not met, a camera may not be installed.

A comprehensive study of a number of potential locations throughout the City has been completed that meets the requirements of RCW 46.63.220. The sites studied are shown in the map included as Attachment 2 and the results are shown in the powerpoint presentation included as Attachment 3. The City anticipates installing three new cameras at the locations with the highest speed and infraction rates based on the results of a speed study.

Additionally, existing cameras in school zones could be activated to be 24/7 speed cameras if the state law criteria listed above are met. At this time, study data at 266th & 16th Ave S. (Woodmont Elementary) meets the requirements to activate those cameras 24/7. Activating existing school zone cameras to be 24/7 would not count towards the City's allotment of three general speed cameras.

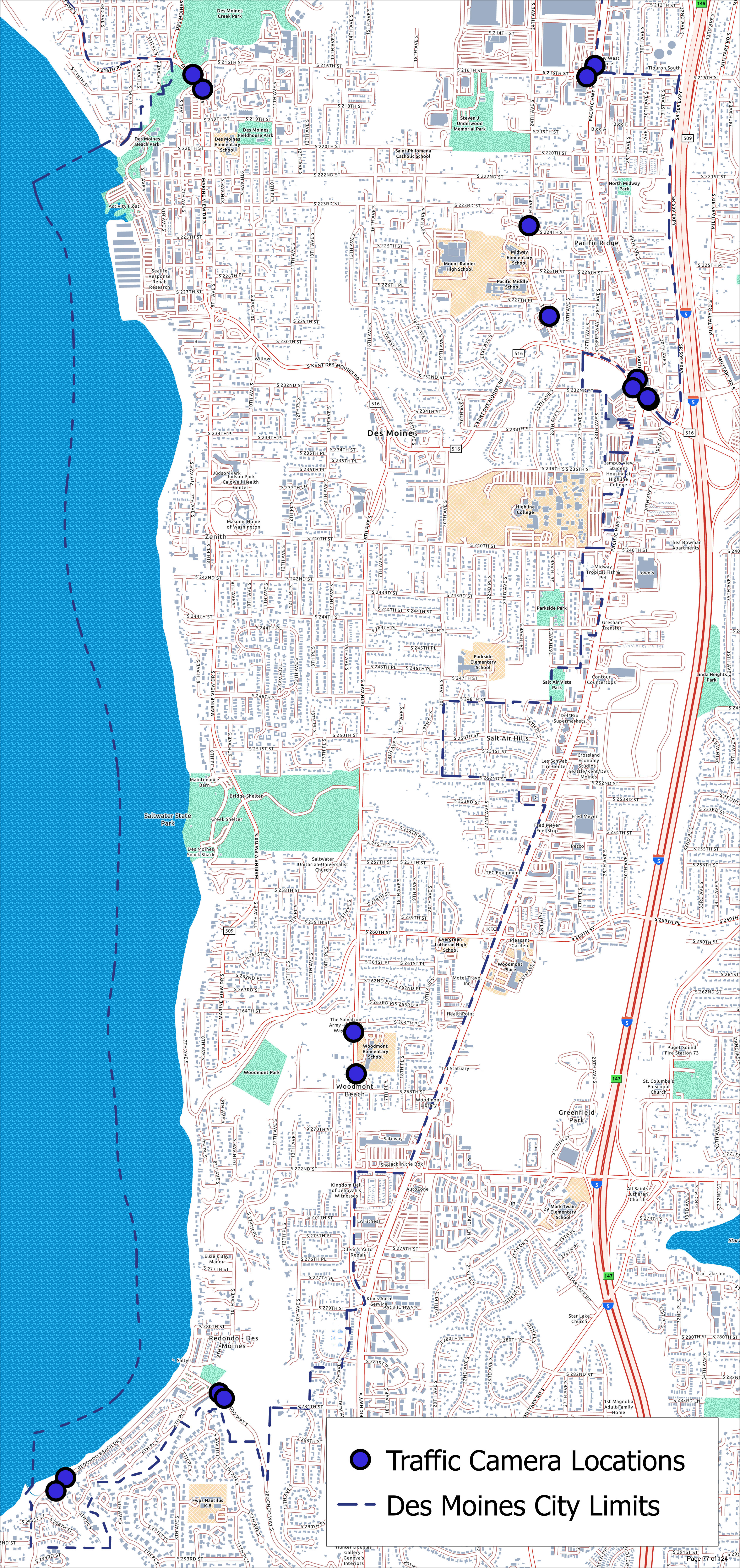
Financial Impact

Although the purpose of the photo enforcement program is to increase safety on City streets, and it has been successful in accomplishing this purpose, the program also provides revenue to the City.

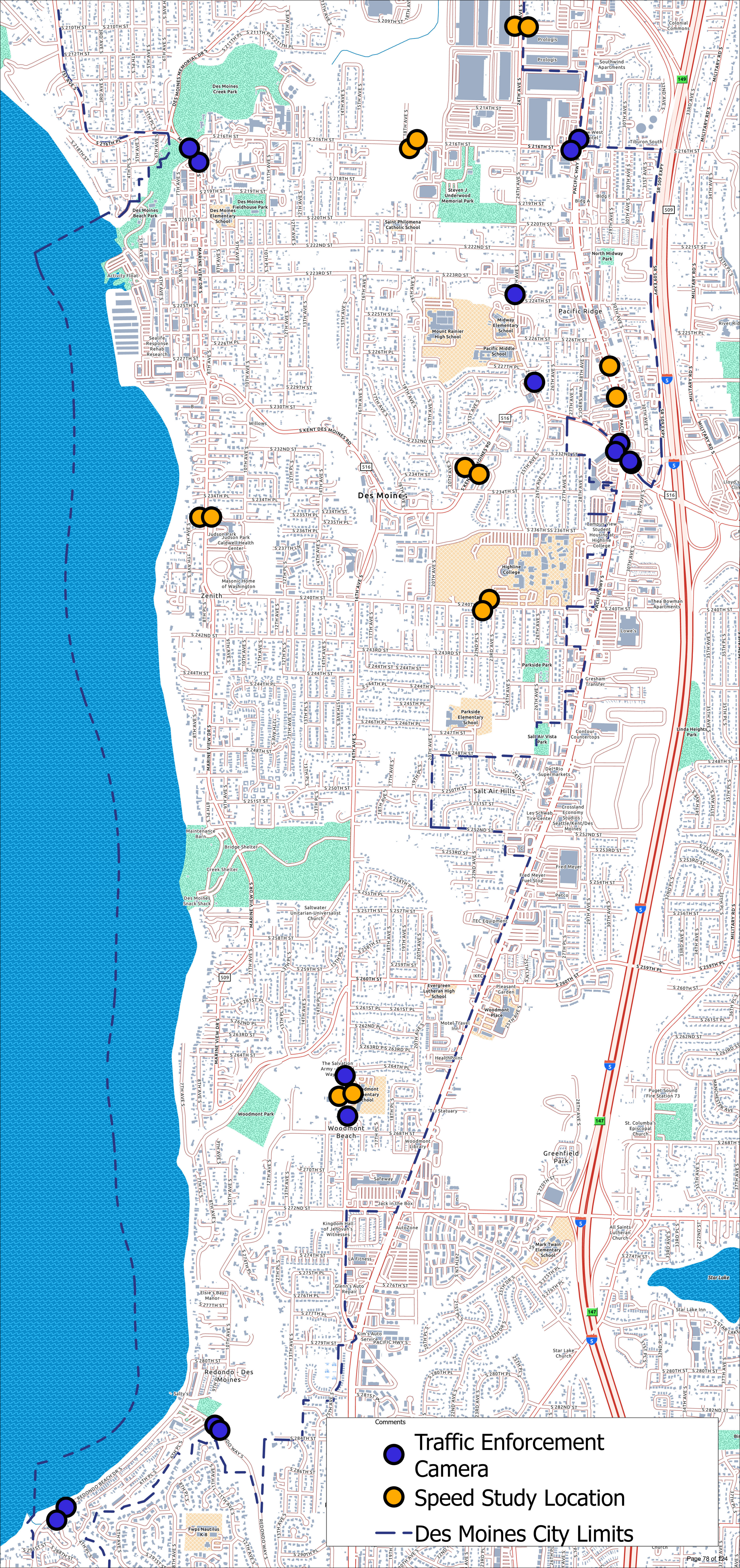
The use of revenue for cameras that were in use prior to January 1, 2024, which consists of the City's existing red light cameras and school zone cameras, is governed by City ordinance and is designated for "public safety purposes." This broad category encompasses a large range of activities, including the cost of the program, law enforcement generally (including traffic enforcement specifically) and transportation system safety improvements.

Revenue from cameras that were not in use prior to January 1, 2024 (currently Park Zone

cameras) are restricted to the cost of the camera program and/or "traffic safety activities related to construction and preservation projects and maintenance and operations purposes including, but not limited to, projects designed to implement the complete streets approach as defined in RCW 47.04.010, changes in physical infrastructure to reduce speeds through road design, and changes to improve safety for active transportation users, including improvements to access and safety for road users with mobility, sight, or other disabilities." In short, the funds are to be used for traffic safety improvements to the transportation system. Revenue cannot be used for general law enforcement or traffic enforcement.



● Traffic Camera Locations
- - Des Moines City Limits





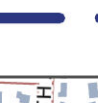
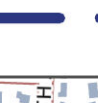
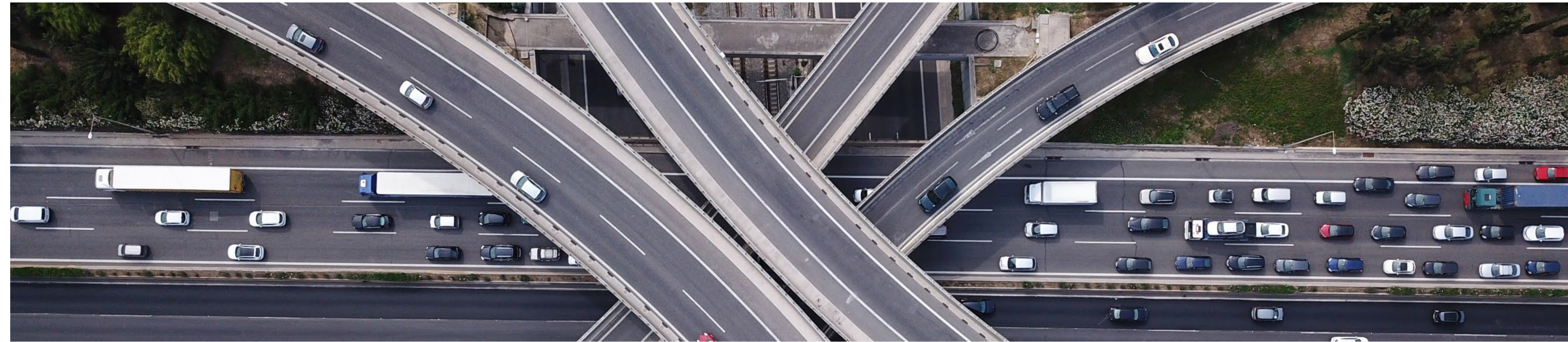
- Comments
-  Traffic Enforcement
 -  Camera
 -  Speed Study Location
 -  Des Moines City Limits



PHOTO ENFORCEMENT UPDATE



Who We Are



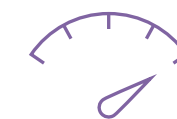
~300 CUSTOMERS

including cities, towns, transportation agencies, and school districts in North America, Europe, Asia, and Australia.

#1 PROVIDER

of road safety camera systems worldwide, processing more than 50 million events on behalf of clients globally.

12K+ SYSTEMS



SPEED SAFETY



RED-LIGHT SAFETY



SCHOOL SAFETY



BUS LANE MOBILITY

Who We Serve | Washington



WASHINGTON

Washington

- Auburn ◆
- Bellevue ■ ◆
- Bellevue Public Schools ▲
- Bethel School District ▲
- Bothell ◆
- Bremerton ■
- Des Moines ■ ◆
- Edgewood ◆
- Federal Way ■ ◆
- Issaquah ◆
- Issaquah School District ▲
- Kenmore ■ ◆
- Kent ■ ◆
- Kirkland ◆
- Lake Forest Park ■ ◆
- Lakewood ■ ◆
- Lynnwood ■ ◆
- Marysville School District ▲
- Mercer Island School District ▲
- Moses Lake ■ ◆
- Pasco ■
- Puyallup ■
- Renton ■ ◆
- Renton School District ▲
- Seattle ■ ◆ ● ✚
- Spokane ■ ◆
- Wenatchee ■

■ Red-Light Programs	● Bus Lane (3 Programs)
◆ Speed Programs	✚ Block the Box (1 Program)
▲ School Bus Stop-Arm Programs	

Program Overview

Program Started in 2011

School Zone Speed

- 2011- 2 cameras installed at Woodmont Elementary School
- 2012- 2 cameras installed at Pacific Middle School and Midway Elementary School

Redlight

- 2016- 7 redlight cameras installed

Park Zone Speed: **First city in the state to install/enforce Park Zone**

- 2024- 4 cameras installed at Redondo Park and Wooton Park

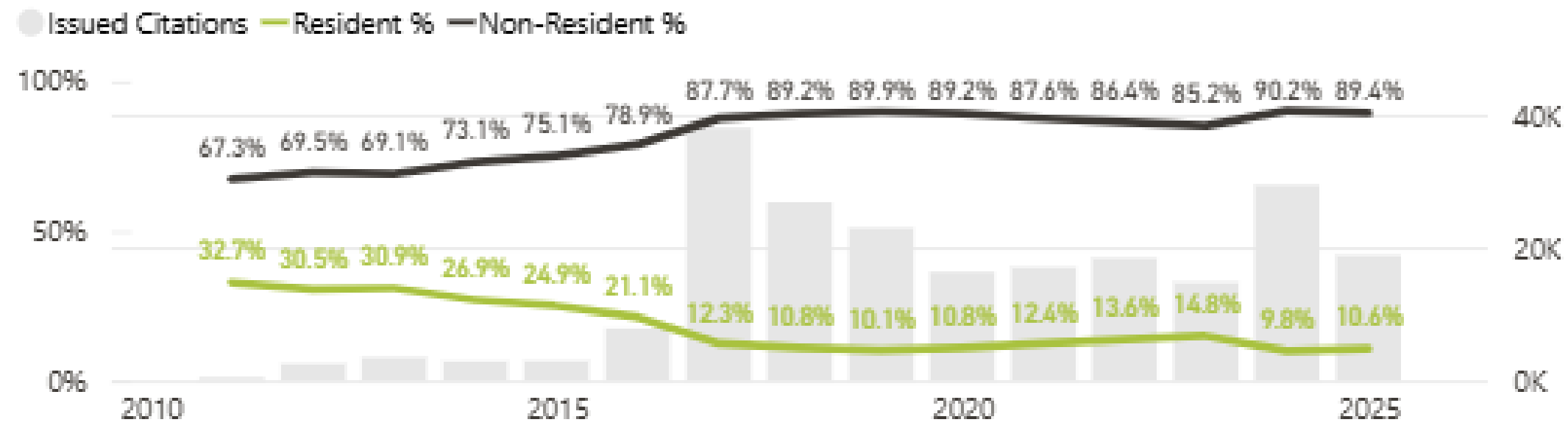
Program Performance

Year	Locations	Traffic	Issued Citations	%Issued
2025	14	18,562,339	22,310	0.12%

- Redlight 2017-2025 **78%** reduction in citations issued
- School Zone 2012-2025 **67%** reduction in citations issued
- Park Zone 2024-2025 **33%** reduction in citations issued

Program Statistics

Resident vs Non-Resident Violators by Year

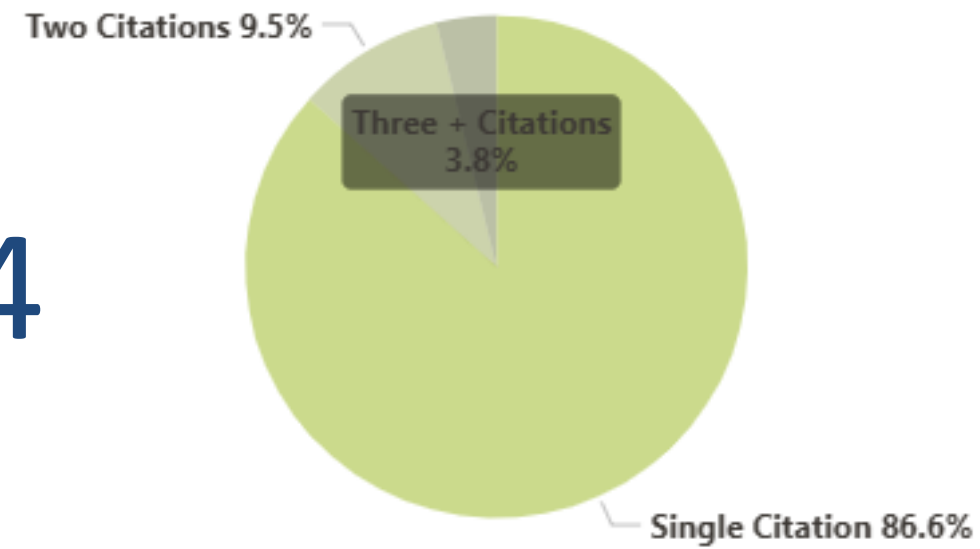


Program Statistics

Recidivism Breakdown

● Single Citation ● Two Citations ● Three + Citations

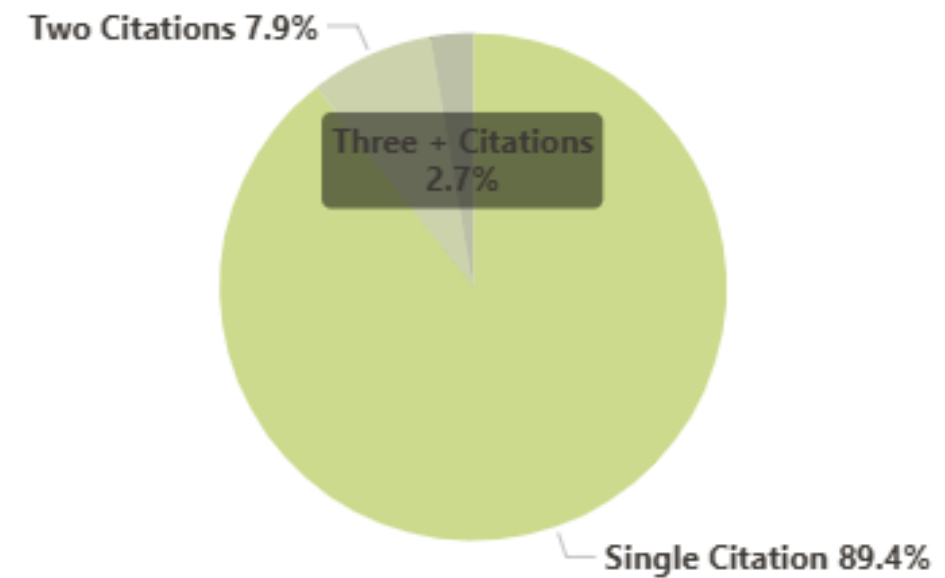
2024



Recidivism Breakdown

● Single Citation ● Two Citations ● Three + Citations

2025



Program Expansion – New Locations Studied

SPEED STUDY DEMO SUMMARY

Des Moines, WA

5/5/2025 - 5/8/2025

Study	Study Date	Block	Direction	Posted (MPH)	Trigger (MPH)	Traffic	AM Over Threshold	PM Over Threshold	Total Potential Violations	Potential Violation %
01 NB S	5/5/2025 - 5/8/2025	22640 Pacific Hwy S	Northbound	40	46	55,166	4,002	2,177	6,179	11%
01 SB S	5/5/2025 - 5/7/2025	22837 Pacific Hwy S	Southbound	40	46	39,524	1,340	1,229	2,569	6%
03 EB S	5/6/2025 - 5/8/2025	1952 S 216th St	Eastbound	35	40	13,308	780	776	1,556	12%
04 WB S	5/6/2025 - 5/8/2025	1952 S 216th St	Westbound	35	40	13,902	823	1,301	2,124	15%
05 NB S	5/6/2025 - 5/8/2025	26633 16th Ave S	Northbound	35	41	24,685	793	807	1,600	6%
06 SB S	5/6/2025 - 5/8/2025	26400 16th Ave S	Southbound	35	41	22,323	486	666	1,152	5%
07 NB S	5/6/2025 - 5/8/2025	2020 Kent Des Moines Rd / SR 516	Northbound	35	41	15,787	1,799	2,357	4,156	26%
08 SB S	5/6/2025 - 5/8/2025	2020 Kent Des Moines Rd / SR 516	Southbound	35	41	16,942	1,625	2,978	4,603	27%
09 NB S	5/6/2025 - 5/8/2025	20900 24th Ave S	Northbound	35	41	15,214	3,235	3,104	6,339	42%
10 SB S	5/6/2025 - 5/8/2025	20900 24th Ave S	Southbound	35	41	16,754	1,131	3,505	4,636	28%
11 WB S	5/6/2025 - 5/8/2025	2201 S 240th St	Eastbound	35	41	13,075	1,358	1,775	3,133	24%
12 WB S	5/6/2025 - 5/8/2025	2201 S 240th St	Westbound	35	41	10,607	916	1,578	2,494	24%
13 NB S	5/6/2025 - 5/8/2025	23507 Marine View Dr S	Northbound	35	41	13,754	329	172	501	4%
14 SB S	5/6/2025 - 5/8/2025	23507 Marine View Dr S	Southbound	35	41	17,555	338	659	997	6%

Expansion Volumes

Direction	Location	Survey Results 6 MPH Over	Events Per Month (5% of survey results)	Citations Issued Per Month
NB	22640 Pacific Hwy S (01 NB S)	6,179	3,090	2,116
SB	22837 Pacific Hwy S (02 SB S)	2,569	1,927	1,320
NB	26633 16th Ave S (05 NB S) Existing SZ	1,600	4,000	2,740
SB	26400 16th Ave S (06 SB S) Existing SZ	1,152	2,880	1,973
NB	2020 Kent Des Moines Rd / SR 516 (07 NB S)	4,156	2,078	1,423
SB	2020 Kent Des Moines Rd / SR 516 (08 NB S)	4,603	2,302	1,577
NB	20900 24th Ave S (09 NB S)	6,339	3,170	2,171
SB	20900 24th Ave S (10 SB S)	4,636	2,318	1588
EB	2201 S 240th St (11 EB S)	3,133	1,567	1073
WB	2201 S 240th St (12 WB S)	2,494	1,247	854
NB	23507 Marine View Dr S	501	251	172
SB	23507 Marine View Dr S	997	499	341
EB	1952 S 216th St (03 EB S) Park Zone	1,556	778	533
WB	1952 S 216th St (04 WB S) Park Zone	2,124	1,062	727

Assumptions

Column C: 3 day speed survey results at 6 MPH over the posted speed limit

Column D: 5% of speed surveys used to determine monthly volumes of detected violation

Column E: 68.5 % throughput from violations detected to citations issued

This is an estimate and not a guarantee of volumes or revenue, and should not be binding between Verra and the City

Expansion Implications

- No Upfront Cost for the Jurisdiction
- Verra will confirm viability of sites and mutual agreement on location of enforcement to ensure justification of safety benefits
- Contract amendment and Notice to Proceed

Expansion Recommendations and Next Steps

- City staff is finalizing authorizing ordinance for general location speed cameras.
- Ordinance and final viability/equity analysis consistent with RCW 46.63.220 presented to City Council for final approval.
- Contract amendment and Notice to Proceed.
 - Current staff recommendation based on speed study:
 - 3 total general speed cameras at:
 - 226th – 228th & Pacific Hwy S.
 - 209th & 24th Ave S.
 - 20th & KDM
 - Activate School Zone camera 24/7 for general speed:
 - 266th & 16th Ave S. (Woodmont Elementary)
 - Reviewing other sites to determine if other “non-general” eligibility criteria apply

New Technologies

Noise Detection

- Our technology is a tried and tested solution for Noise Enforcement.
- It includes Class 1 microphones, multiple high-definition LPR cameras, and high-resolution 1080p video.
- Live in the state of HI





New Technologies

Point to Point Speed detection

- 2 systems monitoring point of entry and exist.
- Calculate average vehicle speed traveling through an enforcement corridor
- Same evidence captured (still images and video)





Des Moines

WATERLAND CITY

**City Council
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL
City of Des Moines, WA

SUBJECT: 2027-2046 Transportation Improvement Plan (TIP) - 20 Minutes

ATTACHMENTS:

1. Draft Resolution No 26-039
2. DRAFT TIP 2027-2046
3. City Map - Areas Greater than 1 Mile from Transit
4. Transportation Improvement Plan (2027-2046) PowerPoint

FOR AGENDA OF:

May 14, 2026

DEPT OF ORIGIN:

Public Works

DATE SUBMITTED:

February 19, 2026

CLEARANCES:

Finance

Public Works

Purpose and Recommendation

The purpose of this public hearing is to provide an update to the City's Transportation Improvement Plan (TIP) and for the City Council to approve Draft Resolution No. 26-039 (Attachment 1) adopting the proposed Transportation Improvement Plan for the City of Des Moines for the years 2027-2046.

Suggested Motion:

Motion: "I move to approve Draft Resolution No. 26-039 adopting the 2027-2046 Transportation Improvement Plan for the City of Des Moines."

Background

Each year the City of Des Moines, and all cities and counties in Washington State, submit a Transportation Improvement Plan (TIP) to the State as required by RCW 35.77.010. This document is useful for agencies to plan and prioritize transportation system improvements while also providing a consistent process for interagency coordination to identify need and funding requirements on a regional and statewide basis.

The City of Des Moines Draft TIP (Attachment 2) is a long-range, 20-year transportation plan that identifies motorized and non-motorized needs that are not financially constrained. Each project is listed along with a brief description of the specific capital improvements that are proposed. Proposed project schedules and preliminary level cost estimates identify strategic project planning. The costs are broken down into three

categories: Engineering (PE), Right-of-Way acquisition (RW), and Construction (CN), which are consistent with State and regional project programming designations.

The plan is derived from the City's Comprehensive Transportation Plan (CTP) and is a list of prioritized projects based primarily on:

- CTP (Safety, capacity, non-motorized, and transit needs)
- Analysis of existing system (Traffic engineering studies, citizen input, etc.)
- Interagency Coordination (Franchise Utility, SeaTac, Sound Transit, etc.)

The TIP is utilized to:

- Fulfill reporting requirements by State Law (RCW 35.77.010) by July 31st
- Direct the development of the 6-year Capital Improvement Plan (CIP)
- Provide coordination between franchise utilities and neighboring agencies
- Fulfill reporting to the Washington State Department of Transportation (WSDOT) and the Puget Sound Regional Council (PSRC) in order to pursue loan and grant opportunities

The completed TIP is sent to utility companies as well as adjacent cities for their information, and for project coordination planning. Some cities choose to list high priority projects that are not within their city limits, or projects that will be managed by other agencies. The City of Des Moines Comprehensive Transportation Plan (CTP) lists projects that are outside of its boundaries.

Discussion

Staff updated the previous TIP (2026-2045) with the most current project funding information and expenditure schedule, and is forwarding this Draft 2027-2046 TIP to the full Council.

Proposed changes within the Draft 2027-2046 TIP from previous years include:

- Priority 4 – 24th Ave S. Improvements Project (Segment 2)
 - **Remove/Completion 2025**
- Priority 5 – Sound Transit – Link Light Rail
 - **Remove/Completion 2025**
- Priority 6 – WSDOT – SR509 Gateway and S 216th Street Bridge
 - **Remove/Completion 2025**
- Priority 23 - Last Mile Transit Service
 - **New Project** to coordinate with King County Metro and other partners to improve "Last Mile" services within the southern portion of the City
- Priority 29 – Marine View Drive Downtown Corridor Improvements
 - **New Project** to revitalize the downtown corridor. The improvements are intended to enhance pedestrian and vehicle circulation as well as provide a destination for residents and visitors

At the December 4, 2025, City Council meeting, staff was directed to investigate including a "Last Mile" project on the City's TIP. Staff reviewed transit options within the City and found that a very limited area, shown graphically in Attachment 3, is currently beyond one mile (walking or driving) from existing transit. It is recommended that a new project supporting underserved areas be added to the proposed TIP and continue to promote existing King County Metro and Sound Transit options for the community.

It is expected that in the coming years WSDOT will engage with the City to "turn-back" Kent-Des Moines Road and Marine View Drive (between Kent-Des Moines Road and Des Moines Memorial Drive) to City ownership. Currently, WSDOT is responsible for the roadway surface of these roadways but with the impending completion of SR 509 WSDOT is studying the viability of transferring no longer needed state highway routes to local jurisdictions. Considerations by WSDOT for turn-backs to local jurisdictions include:

- Transfer candidates should meet receiving agencies' design/function standards or define how the facilities will get to that standard
- Current standards should be met, particularly regarding ADA and fish passage
- State of good repair should be ensured before transfer

Adding a new project to the TIP for improvements along the Marine View Drive corridor could position the City more favorably for these future conversations with WSDOT. The TIP already includes project improvements for the Kent-Des Moines Road corridor.

The Council can choose to make various changes to the TIP; projects can be moved to different years, added to or taken off the TIP, and priority numbers can be changed.

Although this plan does not commit the City to any expenditures, it does allow the City to make application for many types of grants or other sources of funds. Frequently, project loans or grants require that individual projects be on a plan adopted by the City Council. Furthermore, projects using Federal funding are specifically required to be identified on the City's TIP.

At the March 12, 2026, Committee of the Whole meeting, staff presented the draft 2027-2046 Transportation Improvement Plan. No changes to the draft Transportation Improvement Plan were proposed during that meeting and the plan remains unchanged.

Public notice for the May 14, 2026, Public Hearing was published in the Seattle Times on April 22, 2026 and April 29, 2026.

Alternatives

The Council can choose to make various changes to the TIP; projects can be moved to different years, added to or taken off the TIP, and priority numbers can be changed.

The City is required to file an adopted plan with the Secretary of Transportation no later than July 31, 2026.

Financial Impact

Although this plan does not commit the City to any expenditures, it does allow the City to make application for many types of grants or other sources of funds. Frequently, project loans or grants require that individual projects be on a plan adopted by the City Council. Furthermore, projects using Federal funding are specifically required to be identified on the City's TIP.

Recommendation

Staff recommends adoption of the motion.

CITY ATTORNEY'S FIRST DRAFT 5/14/2026

DRAFT RESOLUTION NO. 26-039

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF DES MOINES, WASHINGTON, adopting a Transportation Improvement Plan for the City of Des Moines for the years 2027 through 2046.

WHEREAS, in accordance with the provisions of RCW 35.77.010, a public hearing was held on May 14, 2026 by the Des Moines City Council to consider the adoption of a Transportation Improvement Plan, and all persons wishing to be heard were heard, and

WHEREAS, based on the information presented at such public hearing the City Council finds it to be in the public interest to adopt the Transportation Improvement Plan attached to this Resolution; now therefore,

THE CITY COUNCIL OF THE CITY OF DES MOINES RESOLVES AS FOLLOWS:

Sec. 1. The City Council adopts the Transportation Improvement Plan for the City of Des Moines for the years 2027 through 2046, which is attached to this Resolution as Attachment "A" and by this reference incorporated herein.

Sec. 2. The program adopted by this Resolution shall be reviewed annually at a public hearing, at which time such program may be amended, revised, or extended.

Sec. 3. The City Clerk is directed to file two certified copies of this Resolution and Exhibit with the Washington State Department of Transportation (WSDOT), Olympia, Washington, within thirty (30) days of the date of adoption of this Resolution.

ADOPTED BY the City Council of the City of Des Moines, Washington this ____ day of ____, 2026 and signed in authentication thereof this ____ day of ____, 2026.

M A Y O R

APPROVED AS TO FORM:

City Attorney

Resolution No. _____
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ATTEST:

City Clerk

ATTACHMENT A

Agency: City of Des Moines, WA
 County No.: 17 County Name: King County
 City No.: 0325 MPO/RTPO: PSRC

From: 2027
 Hearing Date: 05/14/26
 Amend Date: xxxx

To: 2046
 Adoption Date: xx/xx/xx
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Proposed Priority No.	City Project Number	Project Identification	Project Phase	Project Cost in Thousands of Dollars				Local Agency Expenditure Schedule (Year)					
				Fund Source				2027	2028	2029	2030-2032	2033-2036	2037-2046
				Federal Funds	State Funds	Local Funds	Total Funds						
1	PRES-1.0	Pavement Preservation Program Citywide Maintain and preserve the City's roadway surfaces through pavement rehabilitation measures such as overlays/patching, crack sealing and other preventative maintenance measures.	PE			2000	2000	100	100	100	300	400	1000
			RW				0						
			CN			19000	19000	950	950	950	2850	3800	9500
				0	0	21000	21000	1050	1050	1050	3150	4200	10500
2	TRAF-5.0	Traffic Safety Improvement Program Citywide Respond to capital needs associated with traffic and pedestrian safety. These funds generate from Automated Speed Enforcement (ASE) would be primarily focused on capital projects near existing schools and other traffic safety related concerns.	PE			160	160	8	8	8	24	32	80
			RW				0						
			CN			2000	2000	100	100	100	300	400	1000
				0	0	2160	2160	108	108	108	324	432	1080
3	PRES-5.0	ADA Compliance Program Citywide Installation of Right-of-Way and facility improvements.	PE			60	60	3	3	3	9	12	30
			RW				0						
			CN			720	720	36	36	36	108	144	360
				0	0	780	780	39	39	39	117	156	390
4	TIF-2.2 REMOVE	24th Ave S. Improvement Project (Segment 2) 24th Ave. S from: S 223rd Street to: Kent-Des Moines Road Sidewalk, curb, gutter & drainage improvements in conjunction with SWM's 24th Ave Pipeline Replacement. Provide 2-way left turn lane and enhanced pedestrian crossings.	PE				0						
			RW				0						
			CN				0						
				0	0	0	0	0	0	0	0	0	0
5	S-25.0 REMOVE	Sound Transit - Link Light Rail from: S 216th Street to: S 272nd Street Coordination on Link Light Rail Alignment	PE				0						
			RW				0						
			CN				0						
				0	0	0	0	0	0	0	0	0	
6	S-32.0 REMOVE	WSDOT - SR509 Gateway and S 216th Street Bridge from: S 216th Street to: S 272nd Street Coordination on SR 509 Gateway.	PE				0						
			RW				0						
			CN				0						
				0	0	0	0	0	0	0	0	0	
7 4	TRAIL-2.3	Barnes Creek Trail - South Segment from: 16th Ave. S to: Highline College Construct shared use path/trail along the north side of S 240th Street. Potential non-motorized facilities on the south side of S 240th Street and associated traffic safety enhancements.	PE				0						
			RW			200	200						
			CN			100	300	300					
				0	200	100	300	300	0	0	0	0	0

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				Fund Source				2027	2028	2029	2030-2032	2033-2036	2037-2046		
				Federal Funds	State Funds	Local Funds	Total Funds								
8 5	S-21.2	S 240th Street Improvements (Segment 2) S 240th Street from: 20th Ave. S to: 16th Ave. S Reconstruct roadway including two travel lanes, bicycle lanes, curb, gutter and sidewalks.	PE RW CN		200	100	300	300							
				0	200	100	300	300	0	0	0	0	0	0	
9 6	TRAF-3.0	Neighborhood Traffic Calming Program Citywide Respond to traffic calming concerns.	PE RW CN			200	200	10	10	10	30	40	100		
					800		800	40	40	40	120	160	400		
				0	0	1000	1000	50	50	50	150	200	500		
10 7	TRAF- 4.0	Guardrail Program Citywide Install new guardrail and upgrade existing installations.	PE RW CN			40	40	2	2	2	6	8	20		
					520		520	26	26	26	78	104	260		
				0	0	560	560	28	28	28	84	112	280		
11 8	S-3.1	S 200th Street & S 199th Street Improvements (Segment 1) S 200th Street from: DMMD to: 8th Ave. S Known as the North Hill Elementary Walkway Improvements Project. Install curbs, gutters, sidewalks, & bike lanes.	PE RW CN		300	300	600	600							
				0	300	300	600	600	0	0	0	0	0	0	
12 9	TIF-2.1	24th Ave. S Improvement Project (Segment 1) 24th Ave. S from: S 216th Street to: S 223rd Street Sidewalk, curb, gutter & drainage improvements. Provide 2-way left turn lane.	PE RW CN		435	335	770	770							
					115	85	200	200		5000	2860				
					4450	3410	7860								
				0	5000	3830	8830	970	5000	2860	0	0	0	0	
13 10	S-21.3	S 240th Street Improvements (Segment 3) S 240th Street from: 16th Ave. S to: Marine View Drive Reconstruct roadway including two travel lanes, bicycle lanes, curb, gutter and sidewalks.	PE RW CN		500	50	550			550					
					350	50	400			400		5100			
					3200	1900	5100								
				0	4050	2000	6050	0	0	950	5100	0	0	0	
14 11	TIF-16.0	Marine View Drive and S 240th Street Project Intersection Project from: to: Reconstruct roadway to improve horizontal alignment. Provide pedestrian facilities, and widen approaches. Install roundabout or traffic signal if warranted.	PE RW CN			165	165			165					
						100	100			100		1900			
						1900	1900								
				0	0	2165	2165	0	0	265	1900	0	0	0	

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15 12	S-5.0	S 223rd Street / Cliff Ave. Street Improvements Cliff Ave/South 223rd Street from: Beach Park/Marina Entrance to: Marine View Dr. Corridor redevelopment as part of the overall Marina Redevelopment priority. Targets non-motorized users, connectivity between downtown and Marina, as well as the analysis of strategic storm water quality	PE RW CN		5000	1000	6000						6000	
					25000	5000	30000						30000	
					0	30000	6000	36000	0	0	0	0	36000	0
16 13	PL-1.0	CTP Update from: to:	PE RW CN			1500	1500			700				800
					0	0	1500	1500	0	0	700	0	0	800
17 14	S-21.1	S 240th Street Improvements (Segment 1) S 240th Street from: East City Limits to: 20th Ave. S Reconstruct roadway including two travel lanes, two-way left turn lane, bicycle lanes, curb, gutter and sidewalks.	PE RW CN		200	100	300				300		200	
					150	50	200						6000	
					4800	1200	6000						6000	
					0	5150	1350	6500	0	0	0	300	6200	0
18 15	PRNIP-S2.0	S 224th Street Improvements Pacific Ridge NIP S2 from: Pacific Highway S to: 30th Ave. S Reconstruct roadway. Complete curb, gutter, and sidewalk improvements.	PE RW CN			113	113	113						
						95	95		95					
					700	700	700		700					
					0	0	908	908	113	795	0	0	0	0
19 16	TRAF-8.0	Redondo Area Parking Management Project Redondo Area Installation of parking management system on S 282nd Street, Redondo Way, and portions of Sound View Dr.	PE RW CN			25	25	25						
						325	325	325						
					0	0	350	350	350	0	0	0	0	0
20 17	TRAF-7.0	Redondo Area Street Lights Neighborhood streets in the lower Redondo area from: S 281st Street to: South City Limits Install conduit and street lighting in local road areas currently without lighting	PE RW CN			10	10			10				
						60	60			60				
					0	0	70	70	0	0	70	0	0	0
21 18	TIF-23.0	Marine View Drive ITS Project from: Kent-Des Moines Road to: DMMMD Coordinate and optimize signal timing by installing fiber optic signal communications.	PE RW CN			10	10	10						
						110	100	210	210					
					0	110	110	220	220	0	0	0	0	0

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22 19	TRAIL-2.1	Barnes Creek Trail - North Segment Following SR 509 Right-of-Way from: S 216th Street to: S 223rd Street Construct shared use path/trail along old SR509 ROW.	PE RW CN		300	285	585	535		50				
					3200	1700	4900	250	1900	3000				
				0	3500	2235	5735	785	1900	3050	0	0	0	0
23 20	TRAIL-2.2	Barnes Creek Trail - Central Segment Following SR 509 Right-of-Way from: S 223rd Street to: 16th Ave. S Construct shared use path/trail along old SR509 ROW and South side of Kent-Des Moines Road	PE RW CN	85		200	200						200	
				3460		540	4000						100	4000
				3545	0	755	4300	0	0	0	0	4300	0	0
24 21	S-24.0	Downtown Des Moines Improvements from: S 227th/220&223 to: 6th/8th Provide sidewalks 6th Ave. S. & side streets from S.227th to S.220th/8th Ave S (west side) & side streets and alleys from S.227th to S.223rd. May include street & water distribution upgrades. May include S 222nd cul-de-sac roadway improvements.	PE RW CN			700	700						700	
						3500	3500						3500	
				0	0	4200	4200	0	0	0	0	4200	0	0
25 22	ITS-1.0	Traffic Management Center (TMC) Citywide/Public Works - Engineering Continue to improve communication and coordination with WSDOT and King County Traffic Management Centers. Implement Citywide ITS program.	PE RW CN			10	10			10				
						50	50			50				
				0	0	60	60	0	0	60	0	0	0	0
23	S-36.0 NEW	Last Mile Transit Service Coordinate with King County Metro and other partners to improve "Last Mile" service within the southern portion of the City	PE RW CN				0							
				0	0	0	0	0	0	0	0	0	0	0
26 24	TRAF-9.0	Redondo Beach Drive - Seawall Pile Corrosion Project from: S 283rd Street to: Redondo Shores Drive S Corrosion protection for seawall H-Piles.	PE RW CN			30	30			30				
						300	300				300			
				0	0	330	330	0	0	30	300	0	0	0
27 25	S-8.0	Redondo Way Sidewalk Project Redondo Way South from: Redondo Beach Dr. to: East of Sound View Drive Install curb, gutter, & sidewalk on north side of Redondo Way between Redondo Beach Drive and Sound View Drive	PE RW CN			100	100					25	75	
						1000	1000						1000	
				0	0	1100	1100	0	0	0	25	1075	0	0

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28 26	PL-4.0	Parking Management Plan (Highline College Area) from: to: Develop a parking management plan strategy and apply program and actions.	PE RW CN			100	100			50	50				
				0	0	100	100	0	0	50	50	0	0		
29 27	TIF-4.2	Kent-Des Moines Road Improvements (Segment 2) (SR 516) from: 24th Ave. S to: Pacific Highway South Widen roadway to provide pedestrian facilities and additional turn lanes. Joint with City of Kent.	PE RW CN			485	485				485				
				2300	400	100	500				500				
				2300	2300	1700	6300	0	0	0	6300	0	0		
30 28	INT-7.0	Pacific Highway S and S 240th Street Project Intersection Improvements from: to: Widen to provide dual left turn pocket for eastbound approach, revise signal timing. Coordinate with the City of Kent.	PE RW CN		500	100	600						600		
					500		500						500		
				0	4000	100	4100	0	0	0	0	4100	0	0	
29	S-35.0 NEW	Marine View Drive Downtown Corridor Improvements Marine View Drive from: Kent-Des Moines Road to: Des Moines Memorial Drive Complete Streets improvements to revitalize the downtown corridor. Intended to enhance to pedestrian and vehicle circulation as well as provide a destination for residents and visitors.	PE RW CN		2500	2500	5000						5000		
					20000	20000	40000						40000		
				0	22500	22500	45000	0	0	0	0	45000	0	0	
31 30	TIF-6.0	16th Ave. S / 18th Ave. S Road Improvements Following along old SR 509 Right-of-Way from: S 220th Street to: S 216th Street Construct new neighborhood collector alignment along 16/18th Ave. S.. corridor, incl. curb/gutter. May be shared use path constructed along R/W so pedestrian/bicycle facilities may be away from roadway alignment.	PE RW CN		300	300	600						600		
					2200	500	2700						2700		
				0	2500	800	3300	0	0	0	0	3300	0	0	
32 31	PL-2.0	Downtown Circulation Study from: to: Develop a plan to maximize multi-modal use, pedestrian access and traffic operations.	PE RW CN			100	100				100				
				0	0	100	100	0	0	0	100	0	0		
33 32	PL-3.0	Parking Management Plan (Downtown) from: to: Develop a parking management plan strategy and apply program and actions.	PE RW CN			100	100				100				
				0	0	100	100	0	0	0	100	0	0		

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34 33	S-30.0	Wooten Park Access and Parking Improvements North of Redondo Way South from: Redondo Way South to: South 282nd St Increase parking with a new parking lot east of Wooten Park	PE RW CN			150	150				50	100	
				0	0	1650	1650	0	0	0	50	1600	0
35 34	S-34.0	Des Moines Passenger Ferry Service Support efforts to spur the return of passenger-only ferries that will include routes connecting Des Moines.	PE RW CN				0						
				0	0	0	0	0	0	0	0	0	0
36 35	S-1.0	Des Moines Memorial Drive Improvements Des Moines Memorial Drive from: S 208th Street to: Marine View Drive Install bike lanes, curb, gutter, drainage & sidewalks. Add a lane to approach to Marine View Dr.& left turn pockets where feasible.	PE RW CN		250	500	750					750	
					200	150	350					350	
					5000	2000	7000					7000	
				0	5450	2650	8100	0	0	0	0	8100	0
37 36	TIF-14.0	Des Moines Memorial Drive and Marine View Drive Intersection Improvements from: to: Lengthen approach lanes, coordinate signal with MVD and 7th/216th. Consider possibility of a Round-About.	PE RW CN		100	300	400					400	
					60	40	100					100	
					1600	400	2000					2000	
				0	1760	740	2500	0	0	0	0	2500	0
38 37	INT-8.0	Marine View Drive and 7th/216th Street Project Intersection Improvements from: to: Optimize signal timing, and coordinate signal with DMMD and MVD intersection.	PE RW CN			30	30					30	
						270	270					270	
						0	0					0	
				0	0	300	300	0	0	0	0	300	0
39 38	S-2.1	8th Ave. S Improvement Project (Segment 1) 8th Avenue South (North Hill) from: North City Limits to: S. 200th Street Reconstruct to Minor Arterial standards including bike lanes, curbs, gutters, and sidewalks.	PE RW CN			700	700					700	
						4000	4000					4000	
						0	0					0	
				0	0	4700	4700	0	0	0	0	4700	0
40 39	TIF-4.3	Kent-Des Moines Road Improvements (Segment 3) (SR 516) from: Marine View Drive to: 16th Ave. South Widen roadway to provide pedestrian facilities and additional lanes where warranted.	PE RW CN			1400	1400						1400
						1000	1000					1000	
					2000	2500	6600					6600	
				2000	2500	4500	9000	0	0	0	0	0	9000

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41 40	INT-10.0	Marine View Drive and Kent-Des Moines Road Project Intersection Improvements from: to: Add a second eastbound through lane through the intersection.	PE		400	200	600						600	
			RW		500	300	800							800
			CN	600	1000		1600						1600	
				600	1900	500	3000	0	0	0	0	3000	0	
42 41	TIF-15.0	Marine View Drive and S 227th Street Project Intersection Improvements from: to: Revise lane configuration to single eastbound right with overlap signal phase. Add second southbound through lane at intersection.	PE		100	40	140						140	
			RW		500	60	560						560	
			CN											
				0	600	100	700	0	0	0	0	700	0	
43 42	TIF-4.1	Kent-Des Moines Road Improvements (Segment 1) (SR 516) from: 16th Ave. S. to: 24th Ave. S. Widen roadway to provide pedestrian facilities and center 2-way turn lane where warranted	PE			700	700						700	
			RW			600	600						600	
			CN	500	2500	1700	4700					4700		
				500	2500	3000	6000	0	0	0	0	6000	0	
44 43	S-27.0	30th Ave S. Over-Crossing Bridge Crossing over Kent-Des Moines Road from: to: Construct vehicular or ped/bike bridge over Kent Des Moines Road linking Pacific Ridge with Midway. Coordinate with Kent.	PE			750	750						750	
			RW			800	800						800	
			CN			6500	6500					6500		
				0	0	8050	8050	0	0	0	0	8050	0	
45 44	S-20.0	Redondo Beach Drive Sidewalk Project Redondo Beach Drive from: S. 281st St to: South City Limits Install sidewalk where missing and make pedestrian improvements.	PE			100	100						100	
			RW			500	500						500	
			CN											
				0	0	600	600	0	0	0	0	600	0	
46 45	S-3.2	S 200th Street & S 199th Street Improvements (Segment 2) from: 8th Ave S to: 1st Ave. S. Install curbs, gutters, sidewalks, & bike lanes.	PE		100	200	300						300	
			RW		50	50	100						100	
			CN	1200	600	1800						1800		
				0	1350	850	2200	0	0	0	0	2200	0	
47 46	TIF-7.5a	16th Ave. S Improvements Project (Segment 5a) 16th Avenue South from: S. 272nd St. to: S. 276th Street Widen to provide 3-lane roadway w/curbs, gutters, bike lanes & sidewalks. Provide new alignment to Pacific Hwy. S. if feasible. Joint project w/City of Federal Way. Also coordinate w/City of Kent and King County Metro.	PE			140	140						140	
			RW		60	40	100						100	
			CN	1200	600	1800						1800		
				0	1260	780	2040	0	0	0	0	2040	0	

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48 47	TIF-3.3 TIF-17.0	16th Ave. S Improvements Project (Segment 3) 16th Avenue South from: Kent-Des Moines Rd. to: S. 240th St. Widen to provide center turn lane at apartment driveways south of Kent- Des Moines Road. Provide bus pullouts.	PE RW CN			400 500 1200	400 500 3200					400 500 3200		
				0	2000	2100	4100	0	0	0	0	4100	0	
49 48	TIF-3.2	16th Ave. S Improvements Project (Segment 2) 16th Avenue South from: S. 260th St. to: S. 250th Street Install curbs, gutters and sidewalks and bike lanes. Provide 2-way left turn lane.	PE RW CN			1200 300 2100	1200 300 5100							1200 300 5100
				0	3000	3600	6600	0	0	0	0	0	6600	
50 49	S-12.0	S 208th Street Sidewalk Project South 208th Street from: 1st Ave. S. to: DMMD Install sidewalk and make pedestrian improvements.	PE RW CN			260 40 1300	260 40 1300							260 40 1300
				0	0	1600	1600	0	0	0	0	0	1600	
51 50	TIF-8.2	20th Ave. S Improvements Project (Segment 2) 20th Avenue South from: S. 240th St. to: S. 243rd Street Reconstruct and extend neighborhood collector street with curb, gutter and sidewalks.	PE RW CN			300 1200	300 1200							300 1200
				0	0	1500	1500	0	0	0	0	0	1500	
52 51	S-6.0	20th Ave S. Improvements Project (Segment 1) 20th Avenue South from: S. 243rd St. to: S. 250th Street Reconstruct to Neighborhood Collector standards and provide curb, gutter and sidewalks.	PE RW CN		200	200	400 0							400
				0	1000	1000	2000						2000	
				0	1200	1200	2400	0	0	0	0	0	2400	
53 52	S-7.0	S 250th / 251st Street Improvements South 250th/251st Street from: Marine View Drive to: 16th Ave. S. Construct bike lanes and curb, gutter and sidewalk on both sides.	PE RW CN		50 25	300 25	350 50							350 50
				0	1200	1200	2400						2400	
				0	1275	1525	2800	0	0	0	0	0	2800	
54 53	TIF-18.0	16th Ave S. and S 250th Street Project Intersection Improvements from: to: Add eastbound right turn pocket.	PE RW CN			50 200	50 200							50 200
				0	0	250	250	0	0	0	0	0	250	

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				Fund Source				2027	2028	2029	2030-2032	2033-2036	2037-2046		
				Federal Funds	State Funds	Local Funds	Total Funds								
62 61	S-23.0	Marina Bike Connection from: S. 227th Street to: Cliff Ave. S. Install bike connection through the Marina to link the Des Moines Creek Trail to S. 227th St.	PE RW CN			60 0 100	60 0 100								60 100
				0	0	160	160	0	0	0	0	0	0	0	160
63 62	S-11.0	S 272nd Street Improvements Project South 272nd Street from: Pacific Highway South to: 16th Ave. S. Install access control to enhance safety.	PE RW CN			20 80	20 0 80								20 80
				0	0	100	100	0	0	0	0	0	0	0	100
64 63	INT-5.0	Redondo Beach Drive and Redondo Way S Project Intersection Improvements from: to: Install traffic signal, or consider other intersection treatments to enhance capacity.	PE RW CN		60	60	120 0 600								120 600
				0	460	260	720	0	0	0	0	0	0	0	720
65 64	PRNIP-N2.0	S 220th Street Improvements Pacific Ridge NIP N2 from: Pacific Highway South to: 30th Ave. S. Reconstruct roadway	PE RW CN			150 50 800	150 50 800								150 50 800
				0	0	1000	1000	0	0	0	0	0	0	0	1000
66 65	TIF-12.0	S 220th Street and Pacific Highway S Intersection Improvements from: to: Widen for left turn pockets, adjust roadway profile and approach grades, and revise signal phasing to remove split phasing	PE RW CN		100	50	150 0 550								150 550
				0	600	100	700	0	0	0	0	0	0	0	700
67 66	PRNIP-S4.0	S 225th Pl. Connection Improvements Pacific Ridge NIP S4 from: Pacific Highway South to: 30th Ave. S. Construct new pedestrian connection and potential roadway	PE RW CN			700 400 3500	700 400 3500								700 400 3500
				0	0	4600	4600	0	0	0	0	0	0	0	4600
68 67	PRNIP-N4.0	S 222nd Pl. Connection Improvements Pacific Ridge NIP N4 from: 28th Ave. S. to: 30th Ave. S. Construct new roadway	PE RW CN			350 350 1200	350 350 1200								350 350 1200
				0	0	1900	1900	0	0	0	0	0	0	0	1900

ATTACHMENT A

Agency: City of Des Moines, WA
 County No.: 17 County Name: King County
 City No.: 0325 MPO/RTPO: PSRC

From: 2027
 Hearing Date: 05/14/26
 Amend Date: xxxx

To: 2046
 Adoption Date: xx/xx/xx
 Resolution Number: xxxx

Proposed Priority No.	City Project Number	Project Identification	Project Phase	Project Cost in Thousands of Dollars				Local Agency Expenditure Schedule (Year)							
				Fund Source				2027	2028	2029	2030-2032	2033-2036	2037-2046		
				Federal Funds	State Funds	Local Funds	Total Funds								
69 68	S-22.0	S 227th Street Improvements South 227th Street from: West City Limits to: Marine View Dr. Reconstruct roadway to improve bicycle connection between Marina and Marine View Drive	PE RW CN			150 0 1000	150 0 1000								150 0 1000
				0	0	1150	1150	0	0	0	0	0	0	0	1150
70 69	PRNIP-N1.0	30th Ave. S Improvements (Segment 1) Pacific Ridge NIP N1 from: S. 216th St. to: S. 220th St. Reconstruct roadway	PE RW CN			300 100 1200	300 100 1200								300 100 1200
				0	0	1600	1600	0	0	0	0	0	0	0	1600
71 70	PRNIP-N5.0	30th Ave. S Improvements (Segment 2) Pacific Ridge NIP N5 from: S. 222nd Pl. to: n/o S. 224th St. Reconstruct roadway	PE RW CN			120 40 640	120 40 640								120 40 640
				0	0	800	800	0	0	0	0	0	0	0	800
72 71	PRNIP-S1.0	30th Ave. S Improvements (Segment 3) Pacific Ridge NIP S1 from: n/o S. 224th St. to: S. 224th St. Reconstruct roadway	PE RW CN			50 0 200	50 0 200								50 0 200
				0	0	250	250	0	0	0	0	0	0	0	250
73 72	PRNIP-S5.0	30th Ave. S Improvements (Segment 4) Pacific Ridge NIP S5 from: S. 224th St. to: Kent-Des Moines Rd. Reconstruct roadway	PE RW CN			600 200 3200	600 200 3200								600 200 3200
				0	0	4000	4000	0	0	0	0	0	0	0	4000
74 73	PRNIP-S3.0	S 224th Street Cul-de-Sac Improvements Pacific Ridge NIP S3 from: Eastern terminus to: I-5 Reconstruct roadway	PE RW CN			50 0 200	50 0 200								50 0 200
				0	0	250	250	0	0	0	0	0	0	0	250
75 74	INT-9.0	8th Ave. S and S 200th Street Project Intersection Improvements from: to: Install traffic signal, or consider other intersection treatments to enhance capacity.	PE RW CN			60 0 240	60 0 240								60 0 240
				0	0	300	300	0	0	0	0	0	0	0	300

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Proposed Priority No.	City Project Number	Project Identification	Project Phase	Project Cost in Thousands of Dollars				Local Agency Expenditure Schedule (Year)							
				Fund Source				2027	2028	2029	2030-2032	2033-2036	2037-2046		
				Federal Funds	State Funds	Local Funds	Total Funds								
76 75	INT-1.0	24th Ave. S and S 222nd Street Project Intersection Improvements from: to: Install traffic signal, or consider other intersection treatments to enhance capacity.	PE RW CN			80 50 420	80 50 420								80 50 420
				0	0	550	550	0	0	0	0	0	0	0	550
77 76	TIF-22.0	S 240th Street and 20th Ave. S Improvements Project Intersection Improvements from: to: Widen to provide left turn pockets. Install traffic signal at 20th and 240th if warranted.	PE RW CN		125 25 700	125 25 700	250 50 1400								250 50 1400
				0	850	850	1700	0	0	0	0	0	0	0	1700
78 77	TIF-19.0	Des Moines Memorial Drive and S 208th Street Project Intersection Improvements from: to: Widen DMMD to add left turn pockets at S. 208th Street.	PE RW CN			50 100	50 0 200								50 0 200
				0	100	150	250	0	0	0	0	0	0	0	250
79 78	TIF-21.0	Des Moines Memorial Drive and S 212th Street Project Intersection Improvements from: to: Widen DMMD to add left turn pockets at S. 208th Street.	PE RW CN			50 100	50 0 200								50 0 200
				0	100	150	250	0	0	0	0	0	0	0	250
80 79	S-19.0	S 272nd Street / 10th Ave. S Project South 272nd Street / 10th Avenue South from: 16th Ave. S. to: Redondo beach Drive Install sidewalk and make pedestrian improvements.	PE RW CN		700 800 2250	700 800 2250	1400 1600 4500								1400 1600 4500
				0	3750	3750	7500	0	0	0	0	0	0	0	7500
81 80	S-2.2	8th Ave. S Improvements Project (Segment 2) 8th Avenue South (North Hill) from: S. 200th Street to: S. 208th Street Reconstruct to Minor Arterial standards including bike lanes, curbs, gutters, and sidewalks.	PE RW CN			800 2500	800 0 2500								800 0 2500
				0	0	3300	3300	0	0	0	0	0	0	0	3300
82 81	S-31.2	4th Ave. S Improvements Project (Segment 2) 4th Avenue South (North Hill) from: S. 208th Street to: S. 216th Street Reconstruct to Minor Arterial standards including bike lanes, curbs, gutters, and sidewalks.	PE RW CN			800 2500	800 0 2500								800 0 2500
				0	0	3300	3300	0	0	0	0	0	0	0	3300



Areas highlighted are greater than 1 mile from current transit routes.

Transportation Improvement Plan (2027-2046)



What is the Transportation Improvement Plan (TIP)

- A prioritized list of 89 planned transportation projects
 - Not financially constrained
- Derived from the Comprehensive Transportation Plan (CTP)
 - Long Range Transportation Plan (20 year)
 - CTP sets policies, goals, and strategies to help guide decisions for existing and future transportation systems for all modes of travel
 - CTP Defines a manageable network of arterial roadways, priority pedestrian networks, priority bicycle networks, and transit service priorities to support the City

How Do Projects Get into the TIP?

- From Comprehensive Transportation Plan (CTP)
 - Safety, capacity, pedestrian and bicycle needs
 - Supports Transit
- From analysis of the City's Transportation System
 - Traffic engineering studies
 - Citizen input/concerns
- From interagency and utility coordination
 - (ex. SeaTac/Sound Transit/Washington State Department Of Transportation (WSDOT))

How is the TIP Used?

- Provides direction to staff for development of the 6-year Capital Improvement Plan (CIP)
- Project planning and coordination – Utilities and neighboring cities
- Required by State Law (RCW 35.77.010) to submit annually (July 31st)
- Reported to WSDOT and Puget Sound Regional Council (PSRC)
- Positions projects for future grants/loans

2027-2046 TIP

Discussion/Process

- Presentation of Draft TIP to Committee of the Whole, March 12, 2026
- Public Notice – Published in Seattle Times on April 22, 2026, and April 29, 2026
- Public comment opportunity at hearing (tonight)
- No public comments received (email, phone, etc.)

2027-2046 TIP

Accomplishments and Highlights

- Priority 7 and 8 – Barnes Creek Trail – South Segment and S 240th Street Improvements (Segment 2)
 - Under construction
- Priority 9 – Neighborhood Traffic Calming Program
 - Formal program adopted, constructed expected on 5 locations citywide in Spring/Summer 2026
- Priority 12 – 24th Ave S Improvements Project (Segment 1)
 - Received \$5 million grant from WSDOT Transportation Improvement Board (TIB), design expected to begin fall 2026

2027-2046 TIP

Proposed Revisions from Previous Years

- Priority 4 – 24th Ave S Improvements Project (Segment 2)
 - **Remove/Completion 2025**
- Priority 5 – Sound Transit – Link Light Rail
 - **Remove/Completion 2025**
- Priority 6 – WSDOT – SR509 Gateway and S 216th Street Bridge
 - **Remove/Completion 2025**
- Priority 29 – Marine View Drive Downtown Corridor Improvements
 - **New Project** to revitalize the downtown corridor. The improvements are intended to enhance pedestrian and vehicle circulation as well as provide a destination for residents and visitors.

2027-2046 TIP

Proposed Revisions (cont.)

- Priority 23 – Last Mile Transit Service
 - **New Project** to coordinate with King County Metro and other partners to improve “Last Mile” services within the southern portion of the City
- In December 2025, staff was directed to investigate including a Last Mile project in the TIP
- Limited underserved areas are beyond one mile by road to existing transit routes
- Continue to promote existing King County Metro and Sound Transit options



Suggested Motion

“I move to approve Draft Resolution No. 26-039 adopting the 2027-2046 Transportation Improvement Plan for the City of Des Moines.”

