



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

To: Katie Johnston, Budget Officer  
From: Jim Sant, Deputy Director of Administration, Management Services JS  
Date: October 14, 2021  
Subject: Fiscal Impact of District #160 Rail Track Workers Unit Wage Increases for 2021-2025

**Background:**

A tentative agreement between the City of Tacoma and the District #160 Rail Track Workers bargaining unit has been reached for the contract period of January 1, 2021 through December 31, 2025.

This bargaining unit covers eight budgeted full-time equivalent (FTE) positions in the Tacoma Public Utilities Tacoma Rail division.

**Wage Increases:**

- **Effective and retroactive to January 1, 2021**, hourly rates for all bargaining unit classifications will increase by **2.0%**
- **Effective at the start of the first full pay period following council ratification**, hourly rates for bargaining unit classifications will receive a **market adjustment**

This market adjustment reflects an additional **13.5%** increase to Track Maintenance Worker classification, and a re-alignment of the Inspector, Supervisor, and Mechanic-Welder to be 10% above the Track Maintenance Worker role.

- **Effective January 1, 2022**, hourly rates for all bargaining unit classifications will increase by **2.0%**.
- **Effective January 1, 2023**, hourly rates for all bargaining unit classifications will increase by **2.0%**.
- **Effective January 1, 2024**, hourly rates for all bargaining unit classifications will increase by **2.0%**.
- **Effective January 1, 2025**, hourly rates for all bargaining unit classifications will increase by **2.0%**.





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**Fiscal Impact:**

Current Biennium (2021-2022) Impact				
TPU Division	Budgeted FTE	Actual Increase	Budgeted Increase	Fav/(Unfav) Impact
Tacoma Rail	8.0	153,587	11,975	(141,612)

Future Years	
Year	Impact
2023	16,965
2024	17,305
2025	17,651

Concur:

Jackie Flowers, Director of Utilities, CEO

