



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

To: Andy Cherullo, Finance Director
From: Alex Yoon, Deputy Director of Administration, Management Services *AY*
Date: September 29, 2025
Subject: Fiscal Impact of District 160 General Unit LOA Machine & Fabrication Welder Lead

Background:

The City of Tacoma and the District 160 General bargaining unit have reached a tentative agreement for a letter of agreement.

The City and the Union are Parties to a Collective Bargaining Agreement, effective January 1, 2024, through December 31, 2026 ("CBA").

The Parties agree that employees in the newly created classification of Machine & Fabrication Welder Lead (CSC TBD) will be represented by the Union for the purposes of collective bargaining. The Parties further agree that for 2025 and 2026, the rate of pay for the Machine & Fabrication Welder Lead will be ten percent (10%) above the rate of pay of the Machinist classification established in the CBA for 2025 and 2026.

The Machine & Fabrication Welder Lead will be classified, overtime category "A", and FSLA non-exempt. All other terms and conditions for the Machine & Fabrication Welder Lead classification will be consistent with the current CBA.

New Rates of Pay			
Code	Classification	2025	2026
TBD	Machine & Fabrication Welder Lead	\$ 50.82	\$ 53.53

Fiscal Impact:

Expense (per FTE)	2025	2026	Total
Machinist (Base)	141,300	149,200	290,500
New Classification	152,800	161,300	314,100
Incremental Impact	11,500	12,100	23,600

Concur:

Jackie Flowers, Director of Utilities, CEO

