



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

To: Andy Cherullo, Finance Director
From: Alex Yoon, Utilities Deputy Director
Date: October 2, 2025
Subject: Fiscal Impact of District 160 Rail Track Workers Unit Wage Increases for 2026-2028

Background:

A Tentative Agreement has been reached between the City of Tacoma and the District 160 Rail Track Workers bargaining unit for a successor Collective Bargaining Agreement (CBA) effective January 1, 2026 to December 31, 2028.

Wage Increases:

Effective January 1, 2026, the hourly rate for the Railway Track Maintenance Worker classification will receive a general wage increase of three percent (3.0%). In addition, the Railway Track Maintenance Worker classification will receive a market-based increase of six point five percent (6.5%).

The hourly rates for the Railway Track Inspector, Railway Track Maintenance Supervisor, and the Railway Track Equipment Mechanic-Welder will each be ten percent (10%) above the 2026 Railway Track Maintenance Worker classification rate of pay.

2026 Rates of Pay				
Code	A	Job Title	1	2
71200		Railway Track Maintenance Worker	41.72	46.36
71190		Railway Track Inspector	45.89	51.00
71210		Railway Track Maintenance Supervisor	45.89	51.00
71450		Railway Track Equipment Mechanic-Welder	45.89	51.00

Effective January 1, 2027, the hourly rate for the Railway Track Maintenance Worker classification will receive a general wage increase of three percent (3.0%). In addition, the Railway Track Maintenance Worker classification will receive a market-based increase of two percent (2.0%).

The hourly rates for the Railway Track Inspector, Railway Track Maintenance Supervisor, and the Railway Track Equipment Mechanic-Welder will each be ten percent (10%) above the 2027 Railway Track Maintenance Worker classification rate of pay.





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2027 Rates of Pay				
Code	A	Job Title	1	2
71200		Railway Track Maintenance Worker	43.84	48.71
71190		Railway Track Inspector	48.22	53.58
71210		Railway Track Maintenance Supervisor	48.22	53.58
71450		Railway Track Equipment Mechanic-Welder	48.22	53.58

Effective January 1, 2028, the hourly rate for the Railway Track Maintenance Worker classification will receive a general wage increase of three percent (3.0%). In addition, the Railway Track Maintenance Worker classification will receive a market-based increase of two percent (2.0%).

The hourly rates for the Railway Track Inspector, Railway Track Maintenance Supervisor, and the Railway Track Equipment Mechanic-Welder will each be ten percent (10%) above the 2028 Railway Track Maintenance Worker classification rate of pay.

2028 Rates of Pay				
Code	A	Job Title	1	2
71200		Railway Track Maintenance Worker	46.05	51.17
71190		Railway Track Inspector	50.66	56.29
71210		Railway Track Maintenance Supervisor	50.66	56.29
71450		Railway Track Equipment Mechanic-Welder	50.66	56.29

Rain Gear Allowance – Sect 8.8

Increase annual allowance for the purchase of raingear to \$300.00, beginning the first pay period in January 1, 2026 (from 250.00).

New Employee Work Gear Reimbursement – Sect 8.12

Increase reimbursement for employees hired after the first pay cycle in January to up to \$300.00 for safety boots (from \$250.00) and up to \$200.00 for work clothing (from \$175.00).

457 Deferred Compensation Carrier Match – Sect 11.4

The Carrier will match the 457(b) deferred compensation contributions of Tacoma Rail employees covered by this Agreement (classifications described in Article 2), and the Federal Railroad Retirement Act, up to a maximum contribution of three (3) percent of their base salary.





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Fiscal Impact:

Incremental Impact of Wage Increases				
Department/Fund	Budgeted FTE	2026	2027	2028
4500 Tacoma Rail	7.00	78,608	35,402	34,923

The impact of the 2026 increases exceeds the budgeted amount by \$31k. Any unbudgeted portion of the 2026 adjustments will be absorbed within the approved budget. Total includes increased amount for employee wages, rain gear and clothing allowance, and deferred compensation contributions of three (3) percent.

Concur:

Jackie Flowers, Director of Utilities, CEO





TACOMA PUBLIC UTILITIES
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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

