



APPROVED 11/5/25

MINUTES
City of Tacoma
Public Utility Board Meeting
October 22, 2025
6:30 p.m.

Chair O'Loughlin called the Public Utility Board meeting to order at 6:30 p.m.

Present: John O'Loughlin; Elly Claus-McGahan; William Bridges; Anita Gallagher; Devin Hampton

Minutes of the Previous Meetings

Mr. Bridges moved that the minutes of the previous meetings be adopted; seconded by Ms. Claus-McGahan. Voice vote was taken and carried. The minutes were declared adopted.

Public Comments

There was initially no public comment during the original open comment period. However, there a late comment was allowed after Resolution U-11563.

Regular Agenda

Departmental

C-1 Resolution U-11563 - A resolution to award certain contracts and approve certain purchases:

1. Increase and extend contract to Apex Analytics, LLC for staff augmentation and research support services in the Power Management Section of Tacoma Power (\$200,000. Cumulative total \$695,000, plus applicable taxes. New contract termination date to December 31, 2027) [Rachel Clark, Power Utility Manager].

Mr. Bridges moved to adopt the resolution; seconded by Ms. Claus-McGahan.

In response to a Board inquiry about workforce configuration and vacancy management, Rachel Clark, Power Utility Manager, explained that most of this work is done externally; however, an external contractor is used when most appropriate. An RFP will be done for this on-call contract; this resolution allows staff to work until that process is complete and the new person is completely onboarded. This is not an increase beyond the return to normal staffing level.

There was no public comment on Resolution U-11563.

Voice vote taken and carried. The resolution was adopted.

Mr. Bridges moved to re-open the public comment period to allow for a latecomer; seconded by Board Member Claus-McGahan. Voice vote taken and carried.

Tyler Daniels made comments expressing his concern about health impacts coming from fluoridated water and chemically treated utility poles. As requested by Chair O'Loughlin, staff will follow-up with Mr. Daniels on these matters.

C-2 Resolution U-11564 – Authorize execution of a successor collective bargaining agreement as negotiated with the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Track Workers Unit, effective January 1, 2026 through December 31, 2028

Mr. Bridges moved to adopt the resolution; seconded by Ms. Claus-McGahan.

Dylan Carlson, Labor Relations Division Manager, summarized the resolution. The City and the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Track Workers Unit (IAM&AW) have negotiated a proposed Collective Bargaining Agreement. The proposed three-year agreement covers approximately 7 budgeted, full-time equivalent positions within TPU and provides for wage increases in each year of the agreement. Effective January 1, 2026, the hourly rate for Railway Track Maintenance Worker will receive a general wage increase of 3.0 percent, and a market-based increase of 6.5 percent. Effective January 1, 2027, the hourly rate for Railway Track Maintenance Worker will receive a general wage increase of 3.0 percent and a market-based increase of 2.0 percent. Effective January 1, 2028, the hourly rate for Railway Track Maintenance Worker will receive a general wage increase of 3.0 percent and a market-based increase of 2.0 percent. In each year of the agreement, the hourly rates for all other classifications will be calculated at 10 percent above the Railway Track Maintenance Worker rates of pay. Other changes to the agreement include: A change from providing a reimbursement for leather work gloves, to the employer furnishing replacement gloves for those that are worn out; an increase from \$250 to \$300 in the allowance provided for the purchase of rain gear once every two years; an increase from \$200 to \$300 in the annual allowance provided for work clothing; adding Juneteenth (June 19) as a paid City holiday to Article 10 of the agreement; adding an employer match to the 457b deferred compensation contributions of employees covered by the agreement, up to a maximum of three percent of base salary.

There was no public comment.

Voice vote taken and carried. The resolution was adopted.

C-3 Resolution U-11565 – Authorize execution of a letter of agreement as negotiated with the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit, regarding a new classification of Machine & Fabrication Welder, Lead.

Mr. Bridges moved to adopt the resolution; seconded by Ms. Claus-McGahan.

Dylan Carlson, Labor Relations Division Manager, summarized the resolution. The City and the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit (IAM&AW) have negotiated a proposed Letter of Agreement (LOA). The proposed LOA provides for the creation of a new classification titled Machine & Fabrication Welder, Lead. This classification will be represented by the IAM&AW for the purposes of collective bargaining. The classification will be created as classified, designated as overtime category "A", and the pay rate set at 10 percent over the classification of Machinist as established in the collective bargaining agreement for 2025 and 2026 and all other terms and conditions for the classification will be consistent with the current collective bargaining agreement.

There was no public comment.

Voice vote taken and carried. The resolution was adopted.

- C-4 Resolution U-11566 – Authorize ratification of the City Council action for a collective bargaining agreement as negotiated with the Tacoma Joint Labor Committee, regarding the continuation of employee health and welfare benefits effective January 1, 2026 through December 31, 2027.

Mr. Bridges moved to adopt the resolution; seconded by Ms. Claus-McGahan.

Dylan Carlson, Labor Relations Division Manager, summarized the resolution. The City and the Tacoma Joint Labor Committee have negotiated a proposed two-year Collective Bargaining Agreement regarding the continuation of employee health & welfare benefits. The Council of the City of Tacoma has approved execution of the agreement pursuant to resolution on October 21, 2025, in order to provide a timely open enrollment for employees, and the continuation of employee health and welfare benefits effective January 1, 2026, through December 31, 2027. The proposed agreement provides that the City will continue to pay the full premium cost for dental and vision insurance for eligible full-time employees, and employee premium contributions toward medical insurance coverage will remain unchanged. Plan design changes include the incorporation of various state and federal mandates as well as enhanced care management services under the Regence BlueShield health plans. The agreement also provides, effective January 1, 2026, for an increase in the amount paid for meal allowances from \$18 to \$23 per meal; an increase in the rate paid for standby assignments from \$4.50 to \$5.00 per hour; an increase from up to 4 days of accrued sick leave to up to 5 days of any accrued, paid leave that an employee would be eligible to utilize for bereavement upon the death of a family member; and a modernization of the list of qualifying family members in order to align with the City's existing sick leave and FMLA policies with no additional leave being provided to employees.

There was no public comment.

Voice vote taken and carried. The resolution was adopted.

- C-5 Resolution U-11567 – Approve Tacoma Power’s Clean Energy Implementation Plan to meet the requirement of the state’s Clean Energy Transformation Act so that it can be filed with the Department of Commerce by the January 1, 2026 deadline

Mr. Bridges moved to adopt the resolution; seconded by Ms. Claus-McGahan.

Ahlmahz Negash, Principal Data Analyst, summarized the resolution. Tacoma Power is requesting the approval and adoption of the Clean Energy Implementation Plan (CEIP), as required by the Clean Energy Transformation Act (CETA), Chapter 19.405 RCW. The law imposes clean energy mandates on electric utilities in Washington as well as planning and reporting requirements. The CEIP is a planning document to make sure that utilities are prepared to meet CETA’s clean energy requirements. CETA mandates a transition to clean electricity supply with specific milestones: eliminating coal-fired electricity by 2025; achieving greenhouse gas neutrality by 2030; and sourcing 100 percent of electricity from non-emitting resources by 2045. In addition to these goals, the CEIP places a critical focus on equity, requiring the utilities to involve the public the planning process to ensure the benefits of this transition are distributed equitably and the burdens are minimized. This plan outlines Tacoma Power’s strategies and commitments achieving both clean energy targets and an equitable transition.

There were no public comments.

D. Final Board Comments

Chair O’Loughlin announced that according to Board Rules of Procedure Section One, the Board holds one meeting in the months of November and December. The meetings are scheduled for November 5 and December 10. These meetings will be legally noticed and published in the Tacoma Daily Index.

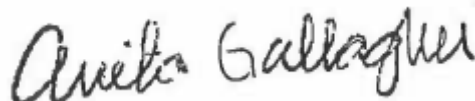
E. Adjournment

There being no further business or comments, the Public Utility Board meeting was adjourned at 6:55 p.m. until Wednesday, November 5, 2025, for a study session at 3:00 p.m. and a regular meeting at 6:30 p.m.

Approved:



John O’Loughlin, Chair



Anita Gallagher, Secretary