

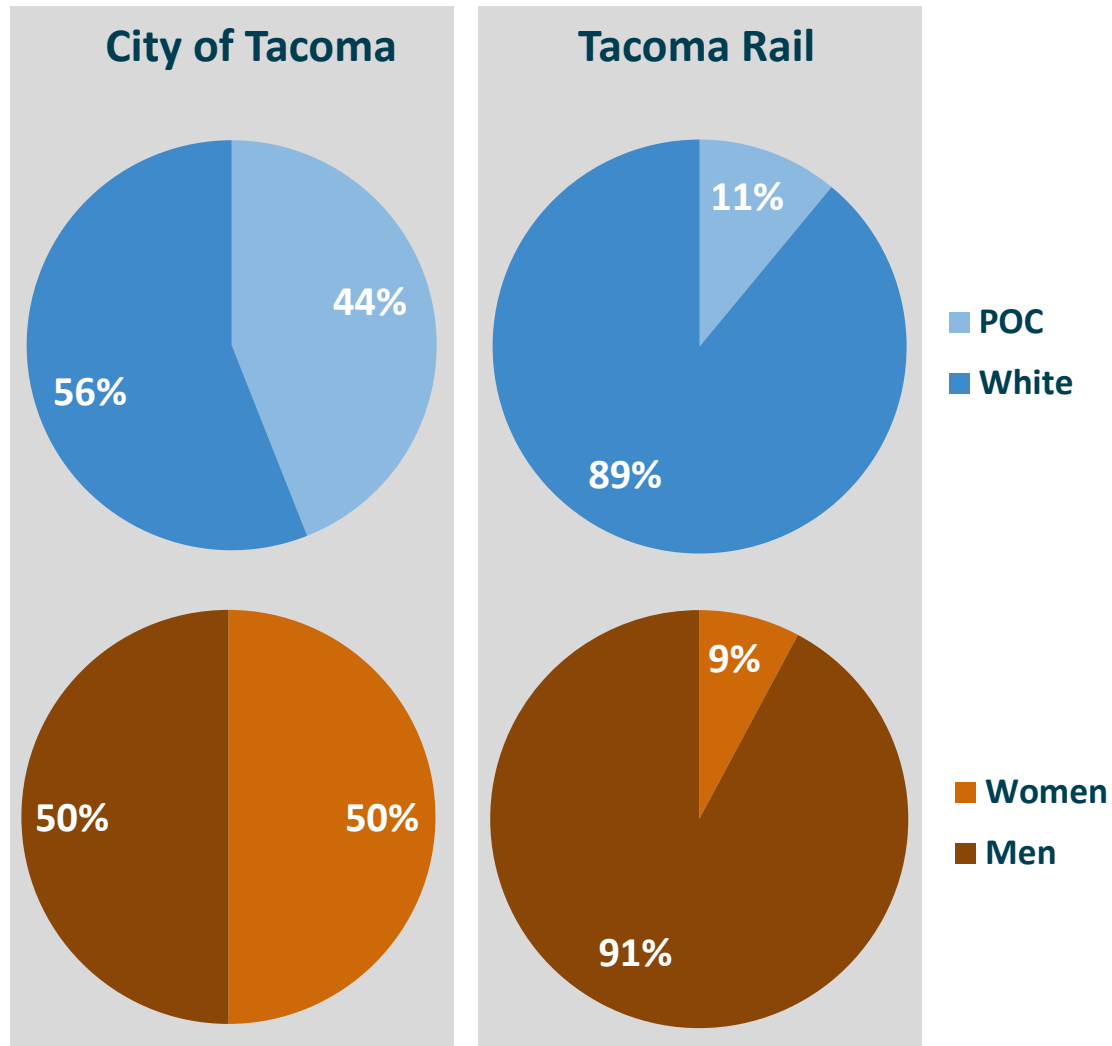
Tacoma Rail's Conductor Trainee Program



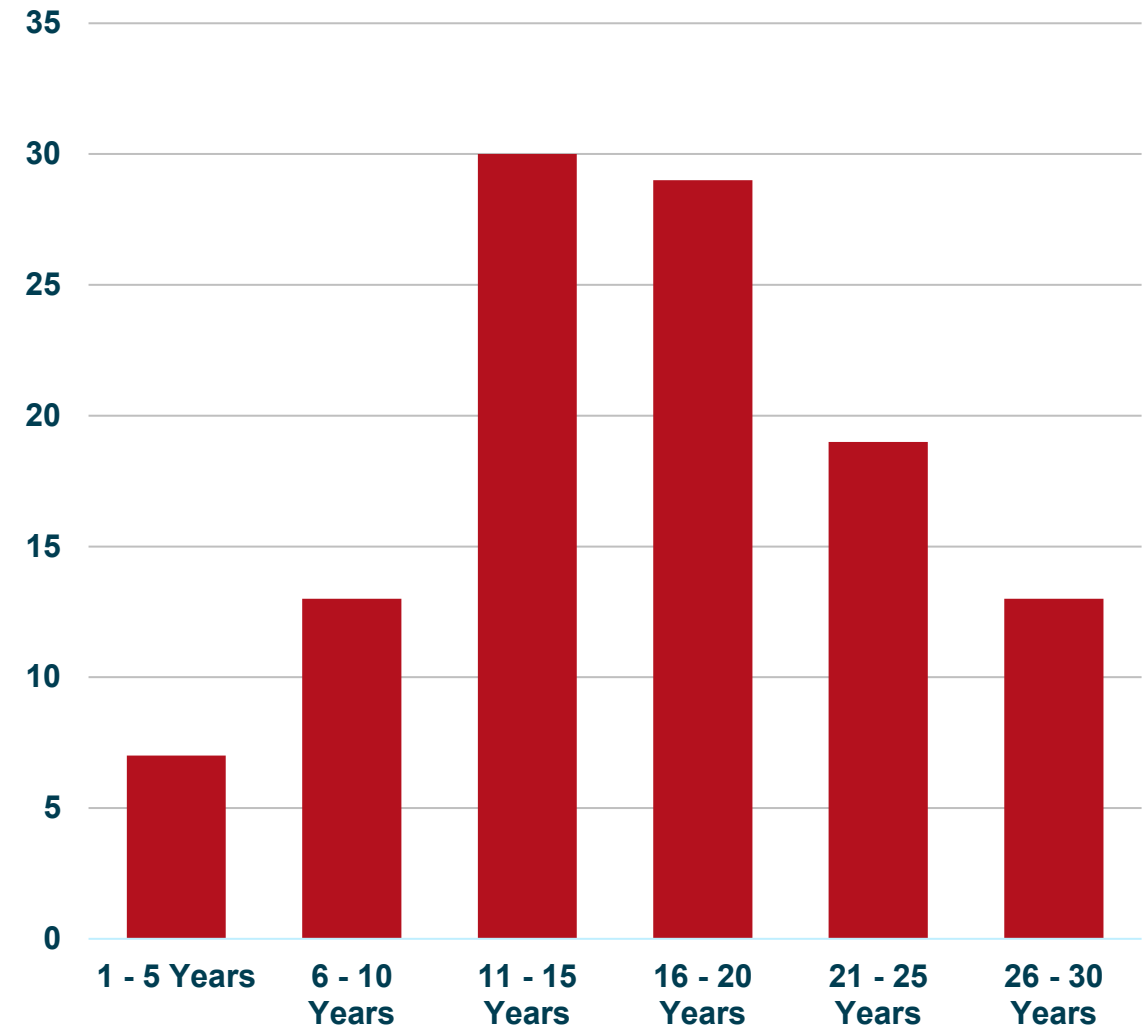
TACOMA  RAIL
TACOMA PUBLIC UTILITIES

The Opportunity for Strategic Change

Demographics



Anticipated Retirements Timeline



Path to a Stronger & Sustainable Future

Rail's new Conductor Trainee/Apprenticeship Program is a comprehensive 9-month curriculum combined with on-the-job training designed to cultivate local talent, ensure operational readiness, and build a workforce that mirrors the community we serve.



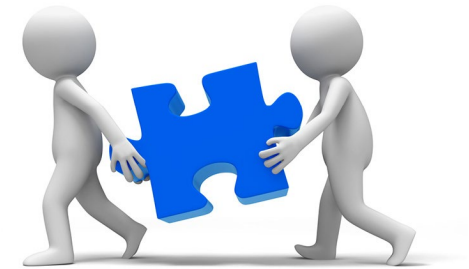
Community Engagement

Continue Rail's presence at local events and within TPU programs to raise awareness of the program



Focused Recruitment

Actively engage with community partners to attract underrepresented candidates within Tacoma, Puyallup Tribal members and veterans transitioning into the private sector



Training Progression

Pairing new Conductor Trainee's with senior employees to ensure institutional knowledge is passed forward

The Trainee's Journey



Step 1: Orientation and Initial Training

- 70% of Railway Conductor Journey Wage
- Classroom learning
- Craft seniority assigned

Step 2: On-the-job Training

- 75% Journey Wage
- Active in-field hands-on

Step 3: Advanced On-the-job Training

- 80% Journey Wage
- Communication and crew leadership skills
- Executing advanced operational tasks

Step 4: Final Preparation for job Placement

- 85% Journey Wage
- Final assessments, testing, and proficiency reviews

Promotion to Railway Conductor

- 100% Journey Wage
- Conductor certification

Trainee Program Staff

- Program Administrator
- Training Coordinator
- Four (4) Railway Conductor Trainees
- Peer Trainers (SMART-TD)

Supporting Team

- Training and Compliance Officer
- Principal Safety Officer
- Terminal Manager

Tacoma Municipal Code Changes 1.24.970



- **Update Tacoma Municipal Code 1.24.970 (Railway Employees)**
 - Railway Employees Defined in 1.24.971
 - Add Railway Conductor Trainee
 - Railway Switching Supervisor/Operator are now Railway Conductors
- **Probationary (1.24.974)**
 - Add Railway Conductor Trainee Probation period during training
- **Certification of eligibles for Railroad Switching Supervisor, Locomotive Engineer and Railroad Yardmaster (1.24.976)**
 - Add the Railway Conductor Trainee position
 - Remove obsolete position names
- **Seniority (1.24.977)**
 - Add Railway Conductor Trainee Seniority transition to Railway Conductors

Program Development & Timeline

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- Tacoma Rail 2021-2026 Strategic Plan
 - 2/2024: TPU-EEO Cohort II identified Rail's gender/racial imbalances
 - 7/2024: Anticipated retirements analysis & hiring strategies dialogue
 - 10/2024: Program development assistance through Spring Recruiting
 - **11/5/2025: Public Utility Board Study Session**
 - Q4 2025: SMART-TD labor agreement/approval of Letter of Agreement
 - TBD Public Utility Board Approval
 - TBD: Civil Service Board Approval – TMC modifications
 - TBD: City Council first reading
 - TBD: City Council approval
 - Q2/2026: Washington State Apprenticeship & Training Council approval

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Questions?



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