



RESOLUTION NO. U-11565

1 A RESOLUTION related to collective bargaining, authorizing the execution of a
2 Letter of Agreement between the City of Tacoma and the District Lodge
3 #160, on behalf of Local Lodge #297 of the International Association of
4 Machinist and Aerospace Workers, General Unit.

5 WHEREAS the City of Tacoma ("City") and the District Lodge #160, on
6 behalf of Local Lodge #297 of the International Association of Machinists and
7 Aerospace Workers, General Unit ("IAM&AW"), have negotiated a proposed
8 Letter of Agreement ("LOA"), and

9 WHEREAS the proposed LOA provides for the creation of a new
10 classification titled Machine & Fabrication Welder, Lead, and

11 WHEREAS this classification will be represented by the IAM&AW for the
12 purposes of collective bargaining, and

13 WHEREAS the classification will be created as classified, designated as
14 overtime category "A", and the pay rate set at 10 percent over the classification
15 of Machinist as established in the collective bargaining agreement for 2025 and
16 2026, and

17 WHEREAS all other terms and conditions for the classification will be
18 consistent with the current collective bargaining agreement, and

19 WHEREAS it now appears in the best interest of the City that the
20 proposed LOA negotiated by IAM&AW and the City be approved; Now,
21 therefore,
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1 BE IT RESOLVED BY THE PUBLIC UTILITY BOARD OF THE CITY OF TACOMA:

2 That said proposed Letter of Agreement between the City of Tacoma and
3 the District Lodge #160, on behalf of Local Lodge #297 of the International
4 Association of Machinist and Aerospace Workers, General Unit is approved,
5 and the Council of the City of Tacoma is requested to concur in the approval,
6 pass an implementing pay and compensation ordinance, and authorize the
7 proper officers of the City to execute and implement the said Letter of
8 Agreement substantially in the form as on file with the Clerk of the Board, with
9 the final form to be approved by the City Attorney's Office.
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11 Approved as to form:

12 _____
Chair

13 _____
14 /s/
Chief Deputy City Attorney

15 _____
Secretary

16 _____
Clerk

17 _____
Adopted



Board Action Memorandum

TO: Jackie Flowers, Director of Utilities
COPY: Charleen Jacobs, Utilities Director and Board Offices
FROM: Karen Short, Senior Human Resources Consultant
Dylan Carlson, Labor Relations Division Manager
Chris Bacha, City Attorney
MEETING DATE: October 22, 2025
DATE: October 8, 2025

SUMMARY:

A resolution recommending approval 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.

BACKGROUND:

The resolution recommends approval of a Letter of Agreement (LOA) as negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit. The agreement will be scheduled for consideration by the City Council as a resolution on November 18, 2025.

The agreement provides for the creation of a new classification titled Machine & Fabrication Welder, Lead. The classification will be represented by the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit 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. All other terms and conditions for the classification will be consistent with the current collective bargaining agreement.

ATTACHMENTS:

Letter of Agreement
Fiscal Impact Memorandum

CONTACT:

Karen Short, Senior Human Resources Consultant, (253) 254-8506
Presenter: Dylan Carlson, Labor Relations Division Manager, (253) 591-5609



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 ~~AU~~
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



Date: _____

Erik Furer
Deputy City Attorney