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RESOLUTION NO. U-11565

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

WHEREAS the City of Tacoma ("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"), and

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

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

WHEREAS 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

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

WHEREAS it now appears in the best interest of the City that the proposed LOA negotiated by IAM&AW and the City be approved; Now, therefore,



BE IT RESOLVED BY THE PUBLIC UTILITY BOARD OF THE CITY OF TACOMA:

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

Approved as to form:

Chair

, ipprovou de le 1011111	Chair	
/s/ Chief Deputy City Attorney	Secretary	
	Adopted	
Clerk		



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.

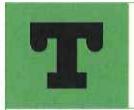
ATTACHMENTS:

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

TACOMA POWER

Concur:

ACOMA WATER

TACOMA RAIL

Jackie Flowers, Director of Utilities, CEO

LETTER OF AGREEMENT between THE CITY OF TACOMA and DISTRICT LODGE #160

ON BEHALF OF LOCAL LODGE #297 OF THE IAM AND AW (GENERAL UNIT)

The City of Tacoma ("City") and District Lodge #160 on Behalf of Local Lodge #297 of the IAM and AW (General Unit) ("Union"), collectively (the "Parties") enter into this Letter of Agreement ("LOA"). 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 53130) 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.

Date:

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.

	2025 – Machine & Fabrication Welder Le	ead Rate of Pay
Code	Classification	1 (single Step)
53130	Machine & Fabrication Welder Lead	\$ 50.82

2026 – Machine & Fabrication Welder Lead Rate of Pay			
Code	Classification	1 (single Step)	
53130	Machine & Fabrication Welder Lead	\$ 53.53	

The Parties intend to incorporate the Machine & Fabrication Welder Lead classification into the successor agreement to the current CBA, at the next collective bargaining opportunity, at which time this LOA will terminate. This LOA will be effective after Tacoma City Council approval, and is not to be used as precedent with respect to other collective bargaining agreements in other divisions or departments of the City or any other union.

For the City of Tacoma		For District Lodge #160 General	
Hyun Kim City Manager	Date	Zac Collins Business Representative	Date
Kari Louie Human Resources Director	Date		
Dylan Carlson Division Manager, Labor Relations	Date		
Approved as to form:			
Erik Euror	Date		

Deputy City Attorney