



RESOLUTION NO. U-11607

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Collective Bargaining Agreement between the City of Tacoma and the
3 Brotherhood of Locomotive Engineers and Trainmen, retroactive to July
4 1, 2017, and effective through June 30, 2030.

5 WHEREAS the Department of Public Utilities, Belt Line Division
6 ("Tacoma Rail") and the Brotherhood of Locomotive Engineers and Trainmen
7 ("Union") have negotiated a proposed Collective Bargaining Agreement
8 ("Agreement"), and

9 WHEREAS the proposed Agreement covers 19 full-time equivalent
10 ("FTE") employees within Tacoma Rail, and

11 WHEREAS the proposed Agreement provides for wage increase
12 changes retroactive to July 1, 2021, and effective through June 30, 2030, and

13 WHEREAS wage increases will be applied retroactively for all Engineers
14 employed at Tacoma Rail as of the date of City Council approval of the
15 Agreement, and

16 WHEREAS at the end of the contract term, if a successor agreement is
17 not reached by July 1, 2030, the basic daily rate will increase by 2.5% effective
18 July 1, 2030, and

19 WHEREAS other changes to the proposed Agreement include:

- 20 1. Effective the first full month following City Council approval of the
21 agreement, the employee medical insurance premium share will mirror
22 that of other City of Tacoma employees.
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2. Tacoma Rail will match the 457(b) deferred compensation contributions of employees up to three percent (3%) of base salary, and subject to the limitations of the IRC maximum contribution requirements for 457 plans.
3. The elimination of the historic "Wellness" program which rewarded employees for the non-use of sick leave. Employees who earned one or more Wellness Day(s) between January 1, 2020, and City Council approval of the Agreement will be eligible for a one-time payment equal to two basic days' wages.
4. In exchange for the Union's prejudicial withdrawal of all disputed time claims associated with "working off bid assignment" and the removal of related seniority rights and penalty provisions in the Agreement, Engineers employed on the date of City Council approval of the Agreement will be eligible for a one-time lump sum payment of \$5,000.
5. An increase to the amount provided for an annual boot allowance from \$200 to \$400.
6. Edits to provisions related to Union dues necessary to comply with the *Janus* court decision.
7. Language that provides employees whose original hire date of continuous Tacoma Rail employment began on or before July 24, 2024, will continue to participate in the longevity program. Employees hired as a Locomotive Engineer after July 24, 2024, will not be eligible to participate in the longevity program.



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8. Language changes to the Order of Call for filling vacancies; the elimination of outdated remote reporting rules; the establishment of a voluntary Double Time list; and clarification of second lunch rules.

9. Updates and improvements to language to provide greater opportunities for the use of PTO; a change in the rules regarding the annual voluntary PTO cash out option; and updates to Holiday Calling Procedures to match current practice, and,

WHEREAS it now appears in the best interest of Tacoma Rail that the proposed Agreement be approved; Now, therefore,

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

That the proposed Collective Bargaining Agreement between the Department of Public Utilities, Belt Line Division ("Tacoma Rail") and the Brotherhood of Locomotive Engineers and Trainmen, is approved, and the Council of the City of Tacoma is requested to concur in the approval and pass an implementing pay and compensation ordinance, and authorize the proper officers of the City to execute and implement the said Agreement substantially in the form as on file with the Clerk of the Board, and as approved by the City Attorney's Office, by its terms retroactive to July 1, 2017, and in full force and effect through June 30, 2030.

Approved as to form:

_____ Chair

_____ 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
Linnaea Jablonski, Human Resources Director
Dylan Carlson, Labor Relations Division Manager
Chris Bacha, City Attorney

MEETING DATE: May 27, 2026

DATE: May 13, 2026

SUMMARY:

A resolution recommending approval of a Collective Bargaining Agreement as negotiated with the Brotherhood of Locomotive Engineers and Trainmen, effective July 1, 2017, through June 30, 2030.

BACKGROUND:

The resolution recommends approval of a successor Collective Bargaining Agreement (CBA) as negotiated with the Brotherhood of Locomotive Engineers and Trainmen. The agreement covers 19 full time equivalent (FTE) employees within Tacoma Public Utilities and will be scheduled for consideration by the City Council as a resolution on June 9, 2026.

The agreement provides for wage increase changes effective July 1, 2021, through June 30, 2030. Wage increases will be applied retroactively for all Engineers employed at Tacoma Rail as of the date of City Council approval of the agreement. At the end of the contract term, if a successor agreement is not reached by July 1, 2030, the basic daily rate will increase by 2.5% effective July 1, 2030.

Other changes to the agreement include:

1. Effective the first full month following City Council approval of the agreement, the employee medical insurance premium share will mirror that of other City employees.
2. The City will match the 457(b) deferred compensation contributions of employees up to three percent (3%) of base salary, and subject to the limitations of the IRC maximum contribution requirements for 457 plans.
3. The elimination of the historic "Wellness" program which rewarded employees for the non-use of sick leave. Employees who earned one or more Wellness Days between January 1, 2020, and City Council approval of the agreement will be eligible for a one-time payment equal to two basic days' wages.
4. In exchange for the Union's prejudicial withdrawal of all disputed time claims associated with "working off bid assignment" and the removal of related seniority rights and penalty provisions in the collective bargaining agreement, Engineers employed on the date of City Council approval of the agreement will be eligible for a one-time, lump sum payment of \$5,000.
5. An increase to the amount provided for a annual boot allowance from \$200 to \$400.
6. Edits to provisions related to union dues necessary to comply with the *Janus* court decision.
7. Language that provides employees whose original hire date of continuous City employment began on or before July 24, 2024, will continue to participate in the longevity program. Employees hired as a Locomotive Engineer after July 24, 2024, will not be eligible to participate in longevity program.
8. Language changes to the Order of Call for filling vacancies; the elimination of outdated remote reporting rules; the establishment of a voluntary Double Time list; and clarification of second lunch rules.

9. Updates and improvements to language to provide greater opportunities for the use of PTO; a change in the rules regarding the annual voluntary PTO cash out option; and updates to Holiday Calling Procedures to match current practice.

ARE EXPENDITURES PLANNED AND BUDGETED?

Fiscal impact information is provided by the Management Services Office. Department Directors are responsible for adhering to their overall levels of appropriation.

ATTACHMENTS:

Collective Bargaining 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, Utilities Deputy Director, Management Services
 Subject: Fiscal Impact for BLET Tacoma Rail Wage Increases for 2017-2030
 Date: May 5, 2026

Background:

A Tentative Agreement has been reached between the City of Tacoma and the Brotherhood of Locomotive Engineers and Trainmen (BLET) bargaining unit for a successor Collective Bargaining Agreement (CBA) effective July 1, 2017 to June 30, 2030.

Rates of Pay – Article 30, Section 1

1. The Locomotive Engineer hourly base wage will increase by the amounts referenced in the table below. **These wage increases will be applied retroactively to July 1 of the relevant year** for all Engineers employed at Tacoma Rail as of the date of City Council approval:

Hourly Rate Previously Paid	July 1st of Year	New Hourly Rate
38.90	2017	38.90
39.68	2018	39.68
40.47	2019	40.47
41.28	2020	41.28
42.11	2021	42.52
42.95	2022	44.65
43.81	2023	45.99
44.69	2024	47.37
45.58	2025	49.26
	2026	51.11
	2027	52.90
	2028	54.62
	2029	56.26

2. At the end of the contract term, the City and union will meet to negotiate wage rates to become effective July 1, 2030. If an agreement is not reached by July 1, 2030, the basic daily rate will increase by 2.5% effective July 1, 2030.





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Longevity Pay – Article 30, Section 3

- Current Engineers will continue to participate in and progress through the longevity pay program in accordance with the current percentage factors for continuous years of employment.
- **(NEW)** Engineers (or Conductors who promote to Engineer) hired after July 24, 2024, will not be eligible or participate in the longevity program.

Deferred Compensation – Article 30, Section 4

(NEW) 457(b) Deferred Compensation matching program, up to 3% of base salary, following City Council ratification.

One Time Compensation – Article 30, Section 5

- In exchange for elimination of the historic “Wellness” program which rewarded employees for non-use of sick leave, **the Carrier will pay a one-time lump sum payment equal to two (2) basic days’ wages to each Engineer who earned one (1) or more Wellness Day between January 1, 2020 and the date of Council approval of this Agreement.** Employees who received a one-time payment in 2024 pursuant to Article 4.1 Section 2.A of the 2021-2027 SMART-TD Conductor CBA shall be ineligible for this payment.
- In exchange for the union’s prejudicial withdrawal of all disputed time claims associated with “working off bid assignment” (WOBA) and the removal of related seniority rights and penalty provisions in the CBA, **the Carrier will make a one-time payment of five thousand dollars (\$5,000) to each Locomotive Engineer employed on the date City Council approval of this Agreement.** Employees who received a one-time payment in 2024 pursuant to Article 4.1 Section 2.B of the 2021-2027 SMART-TD Conductor CBA shall be ineligible for this payment.

Personal Protective Equipment Allowance – Article 34, Sect. 1

Employees will be granted a \$400 boot allowance payable on the second paycheck in January of each calendar year.

Holidays – Article 20, Section 1

(NEW) Additional paid holiday each year, “Juneteenth” observed on June 19th.





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Fiscal Impact:

Incremental Impact of Wage Increases										
Dept/Fund	Budgeted FTE	2021	2022	2023	2024	2025	2026	2027	2028	2029
4500 Tacoma Rail	19.00	\$21,137	\$87,304	\$106,357	\$131,756	\$353,150	\$450,323	\$546,369	\$633,386	\$716,321

The impact of the 2025-2026 increases is included in the current biennial budget. The retroactive payment for wage increases prior to 2025 is an additional expense to be paid in 2026 and the department will absorb those costs.

Concur:

Jackie Flowers, Director of Utilities, CEO

