



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Shelby Fritz, Director, Human Resources
Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – May 21, 2024
DATE: May 3, 2024

SUMMARY AND PURPOSE:

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for employees represented by the Professional and Technical Employees, Local 17 and the Brotherhood of Locomotive Engineers and Trainmen.

BACKGROUND:

The ordinance provides for implementation of a Letter of Agreement as negotiated with the Professional & Technical Employees, Local 17 (PROTEC17) regarding the Pierce County Force Investigation Team (PCFIT) for the classification of Forensic Services Supervisor. The agreement is scheduled for consideration by the City Council as a resolution on May 21, 2024.

Retroactive to November 1, 2023, the ordinance provides for an application of rate of 5 percent for all hours assigned to and worked when performing a Pierce County Force Investigation Team (PCFIT) investigation. Retroactive to January 1, 2024, the agreement also provides for a lump-sum payment \$750 in recognition of employees who during a calendar year became PCFIT certified; and, at the start of a new calendar year, if the employee has remained continuously certified from the previous year, will receive another lump-sum certification payment of \$750.

The ordinance also provides for a wage increase of 2 percent for classifications represented by the Brotherhood of Locomotive Engineers and Trainmen. The collective bargaining agreement provides that in the event an agreement is not reached by July 1, 2019, the basic daily rate of pay for locomotive engineers shall be increased by an amount equal to 100% of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) Seattle area all items, measured from June of 2015 to June of 2016, with a minimum increase of two (2) percent and a maximum increase of four (4) percent. Future cost of living allowance(s) shall be payable in the manner set forth above, until the terms thereof are revised by the parties pursuant to the Railway Labor Act. The CPI-W increase for this period was published as two (2) percent. Since an agreement has not yet been reached, the ordinance will provide for a wage increase of two (2) percent effective July 1, 2024.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Letter of Agreement and Collective Bargaining Agreements have been reached with the Professional and Technical Employees, Local 17; and the Brotherhood of Locomotive Engineers and Trainmen and have been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity



Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the legislation	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

An ordinance is necessary to provide for changes to rates of pay and compensation per the terms of the Collective Bargaining Agreement with the Professional and Technical Employees, Local 17, and the Brotherhood of Locomotive Engineers and Trainmen.

FISCAL IMPACT:

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

What Funding is being used to support the expense?

Are the expenditures and revenues planned and budgeted in this biennium's current budget?
Yes

Are there financial costs or other impacts of not implementing the legislation?
No

Will the legislation have an ongoing/recurring fiscal impact?
YES

Will the legislation change the City's FTE/personnel counts?
No

ATTACHMENTS:

Fiscal Impact Memorandum(s)