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**TO:** Elizabeth Pauli, City Manager  
**FROM:** Shelby Fritz, Human Resources Director  
Kari Louie, Assistant Human Resources Director  
Dylan Carlson, Labor Relations Division Manager  
Karen Short, Senior Human Resources Consultant  
**SUBJECT:** Ordinance Disclosure  
**DATE:** May 15, 2024

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On the agenda for City Council action on May 21, 2024, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of the ordinance pursuant to Section 1.12.970 of the Tacoma Municipal Code.

**Section 1:** Amends Section 1.12.355 to implement provisions of the collective bargaining agreement as negotiated with 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.

**Sections 2-3:** Amends Section 1.12.640 to implement provisions of the Letter of Agreement as negotiated with the Professional and Technical Employees, Local 17 (PROTEC17). The Letter of Agreement is scheduled for consideration by the City Council at the meeting of May 21, 2024. These sections provide for an application of rate of 5 percent for all hours assigned to and worked when performing a PCFIT investigation; and a lump-sum payment for employees who become PCFIT certified, and annually if they maintain the certification.

**Section 4:** Provides for the effective dates of the sections above.

I would be happy to answer any questions you may have.