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**TO:** Elizabeth Pauli, City Manager  
**FROM:** Gary Buchanan, Human Resources Director  
Kari Louie, Senior Compensation & Benefits Manager  
Dylan Carlson, Senior Labor Relations Manager  
**SUBJECT:** Ordinance Disclosure  
**DATE:** June 5, 2020

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On the agenda for City Council action on June 16, 2020, 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 (CBA) 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, 2020.

**Section 2:** Provides for the effective date of the section above.

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