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**TO:** Elizabeth Pauli, City Manager  
**FROM:** Gary Buchanan, Human Resources Director  
Kari Louie, Senior Compensation & Benefits Manager  
Bill Fosbre, City Attorney  
**SUBJECT:** Ordinance Disclosure  
**DATE:** June 4, 2019

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On the agenda for City Council action on June 11, 2019, 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 CBA provides that in the event a successor agreement is not reached between the parties by July 1, 2019, the basic daily rate of pay 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 2015 to June 2016, with a minimum increase of 2 percent and a maximum increase of 4 percent. The CPI-W increase for this period was published as 2 percent. Since an agreement has not yet been reached, the ordinance will provide for an increase of 2 percent, effective July 1, 2019.

**Section 2 and 3:** Amends Section 1.12.355 to implement a wage increase for the nonrepresented classifications of Municipal Court Judge and Court Commissioner. Wages for these classifications is based on the final salary schedule adopted by the Washington State Citizen's Commission on Salaries for Elected Officials. The salary for Municipal Court Judge is set equal to the rate for District Court Judge as adopted by the Commission. The salary for Court Commissioner is set at 90 percent of the salary for Municipal Court Judge. The Commission has published the salary schedules for the next two-year period beginning July 1, 2019. The schedule provides for an adjustment of 8.5 percent in 2019 and 2.5 percent in 2020 to move toward parity with the Federal Branch. Salaries also include a cost of living adjustment of two (2) percent in 2019; and two (2) percent in 2020.

**Section 4:** Amends Section 1.12.355 to correct an error in the pay rates included in Ordinance 28571, passed on February 5, 2019, for the new appointive classification of Data Architecture Manager. The correction will increase the pay rates by 3 percent, to create the intended parity with the classification of Information Technology Manager.

**Section 5:** Provides for the effective dates of the sections above.

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