



ORDINANCE NO. 28785

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the
 2 Tacoma Municipal Code to implement rates of pay and compensation for
 3 employees represented by the District Lodge #160, on behalf of Local
 4 Lodge #297 of the International Association of Machinists and Aerospace
 5 Workers, Track Workers Unit and Rail Mechanics Unit, and to implement
 6 changes to reflect the organizational structure; and declaring the effective
 7 dates thereof.

BE IT ORDAINED BY THE CITY OF TACOMA:

8 Section 1. That Section 1.12.115 of the Tacoma Municipal Code is hereby
 9 amended, effective December 6, 2021, to read as follows:

1.12.115 Deferred compensation.

* * *

11 I. The City will match the deferred compensation contributions of Rail personnel in the
 12 classification of Railway Yard Clerk (CSC 7101) as set forth in the collective bargaining
 13 agreement between the City of Tacoma and the District Lodge #160, of the International
 14 Association of Machinists and Aerospace Workers, Yard Clerk Unit.

15 J. The City will match the deferred compensation contributions of Rail personnel in
 16 classifications as set forth in the collective bargaining agreement between the City of Tacoma
 17 and the District Lodge #160 of the International Association of Machinists and Aerospace
 18 Workers, Rail Mechanics Unit.

19 Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 20 amended, effective retroactive to January 1, 2021, to read as follows:

Code	A	Title	1	2	3	4	5
7140		Locomotive Mechanic 1	32.47	34.1	35.8	37.59	39.47
7141		Locomotive Mechanic, Senior	42.99				
7142		Railway Shop Worker	25.29	26.55	27.88	29.27	30.74

Code	A	Title	1	2	3	4	5
7140		Locomotive Mechanic 1	33.12	34.78	36.52	38.34	40.26
7141		Locomotive Mechanic, Senior	43.85				
7142		Railway Shop Worker	26.63	27.97	29.36	30.83	32.37



Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2022, to read as follows:

Code	A	Title	1	2	3	4	5
7140		Locomotive Mechanic 1	33.12	34.78	36.52	38.34	40.26
7141		Locomotive Mechanic, Senior	43.85				
7142		Railway Shop Worker	26.63	27.97	29.36	30.83	32.37

Code	A	Title	1	2	3	4	5
7140		Locomotive Mechanic 1	<u>33.78</u>	<u>35.47</u>	<u>37.25</u>	<u>39.11</u>	<u>41.06</u>
7141		Locomotive Mechanic, Senior	<u>44.73</u>				
7142		Railway Shop Worker	<u>27.17</u>	<u>28.53</u>	<u>29.95</u>	<u>31.45</u>	<u>33.02</u>

Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2023, to read as follows:

Code	A	Title	1	2	3	4	5
7140		Locomotive Mechanic 1	33.78	35.47	37.25	39.11	41.06
7141		Locomotive Mechanic, Senior	44.73				
7142		Railway Shop Worker	27.17	28.53	29.95	31.45	33.02

Code	A	Title	1	2	3	4	5
7140		Locomotive Mechanic 1	<u>34.46</u>	<u>36.18</u>	<u>37.99</u>	<u>39.89</u>	<u>41.89</u>
7141		Locomotive Mechanic, Senior	<u>45.62</u>				
7142		Railway Shop Worker	<u>27.71</u>	<u>29.10</u>	<u>30.55</u>	<u>32.08</u>	<u>33.68</u>

Section 5. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2021, to read as follows:

Code	A	Title	1	2
7120		Railway Track Maintenance Worker	30.35	33.72
7119		Railway Track Inspector	31.96	35.51
7121		Railway Track Maintenance Supervisor	34.14	37.90
7145		Railway Track Equipment Mechanic-Welder	34.78	38.64

Code	A	Title	1	2
7120		Railway Track Maintenance Worker	<u>30.95</u>	<u>34.39</u>
7119		Railway Track Inspector	<u>32.60</u>	<u>36.22</u>
7121		Railway Track Maintenance Supervisor	<u>34.79</u>	<u>38.66</u>
7145		Railway Track Equipment Mechanic-Welder	<u>35.47</u>	<u>39.41</u>



1 Section 6. That Section 1.12.355 of the Tacoma Municipal Code is
 2 hereby amended, effective as provided by law, to read as follows:

Code	A	Title	1	2
7120		Railway Track Maintenance Worker	30.95	34.39
7119		Railway Track Inspector	32.60	36.22
7121		Railway Track Maintenance Supervisor	34.79	38.66
7145		Railway Track Equipment Mechanic-Welder	35.47	39.41

Code	A	Title	1	2
7120		Railway Track Maintenance Worker	<u>35.13</u>	<u>39.04</u>
7119		Railway Track Inspector	<u>38.65</u>	<u>42.94</u>
7121		Railway Track Maintenance Supervisor	<u>38.65</u>	<u>42.94</u>
7145		Railway Track Equipment Mechanic-Welder	<u>38.65</u>	<u>42.94</u>

10 Section 7. That Section 1.12.355 of the Tacoma Municipal Code is
 11 hereby amended, effective January 1, 2022, to read as follows:

Code	A	Title	1	2
7120		Railway Track Maintenance Worker	35.13	39.04
7119		Railway Track Inspector	38.65	42.94
7121		Railway Track Maintenance Supervisor	38.65	42.94
7145		Railway Track Equipment Mechanic-Welder	38.65	42.94

Code	A	Title	1	2
7120		Railway Track Maintenance Worker	<u>35.84</u>	<u>39.82</u>
7119		Railway Track Inspector	<u>39.42</u>	<u>43.80</u>
7121		Railway Track Maintenance Supervisor	<u>39.42</u>	<u>43.80</u>
7145		Railway Track Equipment Mechanic-Welder	<u>39.42</u>	<u>43.80</u>

21 Section 8. That Section 1.12.355 of the Tacoma Municipal Code is
 22 hereby amended, effective January 1, 2023, to read as follows:

Code	A	Title	1	2
7120		Railway Track Maintenance Worker	35.84	39.82
7119		Railway Track Inspector	39.42	43.80
7121		Railway Track Maintenance Supervisor	39.42	43.80
7145		Railway Track Equipment Mechanic-Welder	39.42	43.80



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Code	A	Title	1	2
7120		Railway Track Maintenance Worker	<u>36.55</u>	<u>40.61</u>
7119		Railway Track Inspector	<u>40.21</u>	<u>44.68</u>
7121		Railway Track Maintenance Supervisor	<u>40.21</u>	<u>44.68</u>
7145		Railway Track Equipment Mechanic-Welder	<u>40.21</u>	<u>44.68</u>

Section 9. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2024, to read as follows:

Code	A	Title	1	2
7120		Railway Track Maintenance Worker	<u>36.55</u>	<u>40.61</u>
7119		Railway Track Inspector	<u>40.21</u>	<u>44.68</u>
7121		Railway Track Maintenance Supervisor	<u>40.24</u>	<u>44.68</u>
7145		Railway Track Equipment Mechanic-Welder	<u>40.24</u>	<u>44.68</u>

Code	A	Title	1	2
7120		Railway Track Maintenance Worker	<u>37.28</u>	<u>41.43</u>
7119		Railway Track Inspector	<u>41.01</u>	<u>45.57</u>
7121		Railway Track Maintenance Supervisor	<u>41.01</u>	<u>45.57</u>
7145		Railway Track Equipment Mechanic-Welder	<u>41.01</u>	<u>45.57</u>

Section 10. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective January 1, 2025, to read as follows:

Code	A	Title	1	2
7120		Railway Track Maintenance Worker	<u>37.28</u>	<u>41.43</u>
7119		Railway Track Inspector	<u>41.04</u>	<u>45.57</u>
7121		Railway Track Maintenance Supervisor	<u>41.04</u>	<u>45.57</u>
7145		Railway Track Equipment Mechanic-Welder	<u>41.04</u>	<u>45.57</u>

Code	A	Title	1	2
7120		Railway Track Maintenance Worker	<u>38.03</u>	<u>42.26</u>
7119		Railway Track Inspector	<u>41.83</u>	<u>46.48</u>
7121		Railway Track Maintenance Supervisor	<u>41.83</u>	<u>46.48</u>
7145		Railway Track Equipment Mechanic-Welder	<u>41.83</u>	<u>46.48</u>

Section 11. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended, effective as provided by law, to read as follows:



1 **1.12.640 Application of additional rates.**

2 * * *

3 L160 BLM. An employee in a classification represented by the District Lodge #160 on behalf of Local
4 Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Mechanics Unit,
5 and hired after December 11, 2018 will not be eligible to receive longevity pay.

6 L160 BLM. An employee working in a classification represented by the District Lodge #160 on behalf of
7 Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail
8 Mechanics Unit on the date of Council ratification of the 2021-2023 collective bargaining agreement will
9 receive a one-time, lump sum payment of \$2,000.

10 L160 BLU. An employee in a classification represented by the District Lodge #160 on behalf of Local
11 Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Track Workers
12 Unit, and hired after December 11, 2018 will not be eligible to receive longevity pay.

13 Section 12. That Sections 2 and 5 are effective retroactive to
14 January 1, 2021. That Section 1 is effective December 6, 2021. That Sections 3
15 and 7 are effective January 1, 2022. That Sections 4 and 8 are effective
16 January 1, 2023. That Section 9 is effective January 1, 2024. That Section 10 is
17 effective January 1, 2025. That Sections 6 and 11 are effective as provided by
18 law.

19 Passed _____

20 _____
21 Mayor

22 Attest:

23 _____
24 City Clerk

25 Approved as to form:

26 _____
Deputy City Attorney