



To: Elizabeth Pauli, City Manager

From: Reid Bennion, Budget Officer

Date: April 29, 2025

Subject: Fiscal Impact – Brotherhood of Locomotive Engineers and the non-represented classifications of Municipal Court Judge and Court Commissioner

Overview

This is a formal request for a fiscal impact memorandum to implement wage increases for the classifications represented by the collective bargaining agreement with the Brotherhood of Locomotive Engineers (BLET), and the non-represented classifications of Municipal Court Judge and Court Commissioner.

Background

1. Language in collective bargaining agreement with the Brotherhood of Locomotive Engineers 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.
2. For the non-represented special (NR special) classifications of Municipal Court Judge and Court Commissioner, wages are based on the final salary schedule as adopted by the Washington State Citizen's Commission on Salaries for Elected Officials.

Agreement

1. **BLET:** The CPI-W increase for this period was published as two (2) percent. Since an agreement has not been reached, the ordinance will provide for an increase of two (2) percent effective July 1, 2025.
2. **NR Special:** The Commission has published the salary schedule providing for a salary increase of four (4) percent, effective July 1, 2025, and an increase of three (3) percent effective July 1, 2026. The salary for the classification of 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.

Fiscal Impact of BLET Agreement

Fiscal Area	FTE	2025 Incremental Cost	2026 Incremental Cost	Total Cost
Tacoma Public Utilities	19.00	\$23,000	\$45,000	\$68,000
Total	19.00	\$23,000	\$45,000	\$68,000



Fiscal Impact of NR Special Agreement

Fiscal Area	FTE	2025 Incremental Cost	2026 Incremental Cost	Total Cost
General Fund	3.50	\$16,000	\$44,000	\$60,000
General Fund Supported	0.20	\$1,000	\$2,000	\$3,000
All Other General Government	0.30	\$1,000	\$4,000	\$5,000
Total	4.00	\$18,000	\$50,000	\$68,000

Funding for 2025-2026

The incremental increases will be incorporated into the 2025-2026 Adopted Biennial Budget. The department will be responsible for adhering to their overall level of appropriation.

CC: Dylan Carlson, Labor Relations Manager
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Jen Watts, Labor Relations Analyst
Brian Schwall, Financial Services Analyst