



Memorandum

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 28, 2025

On the agenda for City Council action on June 3, 2025, 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, 2025.

Sections 2 and 3: Amends Section 1.12.355 to implement wage increases for the nonrepresented classifications of Municipal Court Judge and Court Commissioner effective July 1 of 2025 and 2026. Wages for the classifications are based on the final salary schedule adopted by the Washington State Citizen's Commission on Salaries for Elected Officials. The Commission has published the salary schedules for the next two-year period beginning July 1, 2025. The schedule provides for a wage increase of 4 percent effective July 1, 2025, and an increase of 3 percent effective July 1, 2026.

Section 4: Amends Section 1.12.355 to create a classification titled Certified Peer Specialist to meet the needs of the Holistic Outreach Promoting Engagement (HOPE) Program for the Tacoma Fire Department. The nonrepresented classification will be created as classified, hourly, and designated as overtime category "A" which is eligible for overtime or compensatory time off.

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

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