



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Karen Short, Senior Human Resources Analyst  
 Gary Buchanan, Interim Director, Human Resources  
 Kari L Louie, Benefits Manager  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance – July 25, 2017  
**DATE:** July 10, 2017

**SUMMARY:**

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for represented and nonrepresented employees and changes in classifications to reflect the organizational structure.

**STRATEGIC POLICY PRIORITY:**

The requested ordinance aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective, results-oriented organization by providing for wages and other compensation, for represented and non-represented classifications, and changes to reflect the organizational structure.

**BACKGROUND:**

The ordinance will provide for a wage increase for employees in classifications represented by the Brotherhood of Locomotive Engineers effective July 1, 2017. The collective bargaining agreement was adopted by Resolution 38655, April 16, 2013, and provides that in the event an agreement is not reached by July 1, 2017, 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 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 been reached, the ordinance will provide for an increase of 2 percent, retroactive to July 1, 2017.

The ordinance will also provide for a wage increase of 2 percent for the classifications of Municipal Court Judge and Court Commissioner effective September 1, 2017, and an increase of 2 percent effective September 1, 2018. The compensation for Municipal Court Judge and Court Commissioner are based on the salary schedule adopted by the Washington Citizens’ Commission on Salaries for Elected Officials. The salary for Municipal Court Judge is set at the rate for District Court Judges as adopted by the Commission. The salary for Court Commissioner is set at 90 percent of the salary of Municipal Court Judge.

Other changes in the ordinance include the removal text in TMC Section 1.12.640 regarding the auto allowance provided to the City Manager, since it is no longer needed, and changes in title only for classifications represented by the Teamsters Local Union 117, Tacoma Venues & Events Unit.

**ISSUE:**

Authorization from the City Council by ordinance is required to implement rates of pay and compensation as negotiated on behalf of the Brotherhood of Locomotive Engineers; make title changes for classifications represented by the Teamsters Local 117, Tacoma Venues & Events Unit; and to amend compensation for nonrepresented classifications.

**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve this legislation.

**FISCAL IMPACT:**

Fiscal impact information is as provided by the Office of Management and Budget.