



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Consultant
SUBJECT: Ordinance Disclosure
DATE: May 3, 2023

On the agenda for City Council action on May 16, 2023, 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 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, 2023.

Section 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 2023 and 2024. Wages for the classifications is 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, 2023. The schedule provides for a wage increase of 7 percent effective July 1, 2023, and an increase of 5 percent effective July 1, 2024.

Section 4: Amends Section 1.12.629 to add the classification of Firefighter Paramedic Supervisor to the section for the purpose of determining retirement allowances only, and to remove text that is obsolete and no longer needed.

Section 5: Provides for the effective dates.

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