



TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – June 3, 2025
DATE: May 16, 2025

SUMMARY AND PURPOSE:

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement changes in rates of pay and compensation for nonrepresented employees and employees represented by the Brotherhood of Locomotive Engineers and Trainmen.

BACKGROUND:

The ordinance will provide for the implementation of provisions of the collective bargaining agreement with the Brotherhood of Locomotive Engineers and Trainmen. The ordinance provides for a wage increase for classifications represented by 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.

The ordinance also provides for wage increases for the positions of Municipal Court Judge and Court Commissioner. Wages for these classifications are based on the final salary schedule as 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. The salary for 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.

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

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement was reached with the Brotherhood of Locomotive Engineers and Trainmen and bargained in good faith. Wages for the nonrepresented titles of Municipal Court Judge and Court Commissioner are based on the final salary schedule as adopted by the Washington State Citizen's Commission on Salaries for Elected Officials.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: *Equity Index Score:* Moderate Opportunity



Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City Funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
1. Do not approve the legislation	N/A	Unknown

EVALUATION AND FOLLOW UP:

Please include what performance measures and/or benchmarks you have identified that indicate success. Explain how you will follow up with staff and/or Council to report success or changes.

STAFF/SPONSOR RECOMMENDATION:

An ordinance is necessary to provide for changes to rates of pay and compensation as negotiated for employees represented by the Brotherhood of Locomotive Engineers and Trainmen, and the nonrepresented classifications of Municipal Court Judge, Court Commissioner, and Certified Peer Specialist.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to overall levels of appropriation.

What Funding is being used to support the expense?

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

YES

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City's FTE/personnel counts?

No

ATTACHMENTS:

Fiscal Impact Memorandum