



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Senior Human Resources Analyst
Gary Buchanan, Director, Human Resources
Kari Louie, Senior Compensation & Benefits Manager
Bill Fosbre, City Attorney

COPY: City Council and City Clerk

SUBJECT: Pay & Compensation Ordinance – June 19, 2018

DATE: June 4, 2018

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for employees represented by the Brotherhood of Locomotive Engineers.

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 for classifications represented by the Brotherhood of Locomotive Engineers.

BACKGROUND:

The ordinance provides for a wage increase effective July 1, 2018, for employees in classifications represented by the Brotherhood of Locomotive Engineers. 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, 2018, 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. 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, 2018.

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.

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 Management Services Office.