



TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Director, Human Resources
Kari Louie, Senior Compensation & Benefits Manager
Karen Short, Senior Human Resources Analyst
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – June 16, 2020
DATE: May 27, 2020

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 and Trainmen.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization, and provide benefits and compensation for classifications represented by the Brotherhood of Locomotive Engineers and Trainmen.

BACKGROUND:

The ordinance provides for a wage increase effective July 1, 2020, for employees in classifications represented by the Brotherhood of Locomotive Engineers and Trainmen.

The language in 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, 2020.

ISSUE:

Authorization from the City Council by ordinance is required to implement compensation as negotiated on behalf of the Brotherhood of Locomotive Engineers and Trainmen.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information is as provided by the Management Services Office. Department Directors will be responsible for adhering to their overall levels of appropriation.