



ORDINANCE NO. 28291

1 AN ORDINANCE relating to the Compensation Plan; amending Sections 1.12.115,
 2 1.12.355, and 1.12.640 of the Tacoma Municipal Code to implement rates of
 3 pay and compensation for employees represented by the Sheet Metal, Air,
 4 Rail and Transportation Union, Transportation Division; and declaring the
 5 effective dates thereof to implement rates of pay and compensation.

BE IT ORDAINED BY THE CITY OF TACOMA:

6 Section 1. That Section 1.12.115 of the Tacoma Municipal Code is hereby
 7 amended, effective as provided as law, to read as follows:

8 **1.12.115 Deferred compensation.**

9 * * *

10 G. The City will match the deferred compensation contribution of Rail personnel in the classification of
 11 Railway Yardmaster (CSC 7115) based on criteria as set forth in the collective bargaining agreement
 12 between the City of Tacoma and the United Transportation Union, Yardmasters Unit. The amount of the
 13 deferred compensation match will be determined by the financial performance of Tacoma Rail in the prior
 14 year. If a negative net income is posted, the employer match will be an amount up to 2 percent of base salary.
 15 If a positive net income is posted, the employer match will be an amount of up to 3 percent of base salary.

16 H. The City will match the deferred compensation contributions of Rail personnel in the classification of
 17 Railway Conductor (CSC 7106) as set forth in the collective bargaining agreement between the City of
 18 Tacoma and the Sheet Metal, Air, Rail and Transportation Union, Transportation Division (SMART-TD).

19 Section 2. That Section 1.12.355 of the Tacoma Municipal Code is hereby
 20 amended, effective as provided as law, to read as follows:

21 * * *

Code	A	Job Title	1	2	3	4
7105		Railway Switch Operator	25.83	27.33	30.36	33.44
7105A		Hired After 8/92	21.99	23.45	26.38	29.32
7106		Railway Switch Supervisor Conductor	27.33	28.95	32.21	35.46
7106A		Hired After 8/92	22.97	24.50	27.56	30.62

Code	A	Job Title	1	2	3	4
7106		Railway Switch Supervisor Conductor	26.96	35.94		

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Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective July 1, 2015, to read as follows:

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Code	A	Job Title	1	2	3	4
7106		Railway Switch Supervisor <u>Conductor</u>	26.96	<u>35.94</u>		

Code	A	Job Title	1	2	3	4
7106		Railway Switch Supervisor <u>Conductor</u>	<u>27.78</u>	<u>37.04</u>		

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Section 4. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective July 1, 2016, to read as follows:

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Code	A	Job Title	1	2	3	4
7106		Railway Switch Supervisor <u>Conductor</u>	27.78	<u>37.04</u>		

Code	A	Job Title	1	2	3	4
7106		Railway Switch Supervisor <u>Conductor</u>	<u>28.61</u>	<u>38.14</u>		

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Section 5. That Section 1.12.640 of the Tacoma Municipal Code is hereby amended, effective as provided by law, to read as follows:

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~~7105 A Railway Switch Operator hired on or after August 1, 1992, shall have his or her position on the rate scale adjusted to the next higher level on each occasion when promoted to or used as the position of Railway Switch Supervisor, Locomotive Engineer, or Railway Yardmaster. A Railway Switch Operator hired prior to January 1, 1997, will receive \$70.00 per month when covered by the City's Regence health plan. A Railway Switch Operator hired on or after August 1, 1992, shall be paid a special allowance of \$19.97 for each tour of duty working on a reduced crew consisting of one Railway Switch Supervisor and one Railway Switch Operator or on a Supervisor only crew. This special rate shall be adjusted for all pay increases and cost of living adjustments provided for by collective bargaining agreement. Railway Switch Operators, hired prior to August 1, 1992, shall be paid a special allowance of \$11.55 for each tour of duty working on a reduced crew. This special rate shall be adjusted for all pay increases and cost of living adjustments provided for by the collective bargaining agreement.~~



1 A Railway Switch Operator who passed the probationary period as Railway Switch Operator prior to
 2 November 17, 1981, shall be entitled to a City paid contribution of \$24.13 to the employee's productivity
 3 fund for each shift which the employee works on a crew consisting of one Railway Switch Operator and one
 4 Railway Switch Supervisor.

5 7105, 7106 A Railway Switch Operator or Railway Switch Supervisor may be required to dump rail cars
 6 which dump automatically. Employees shall be compensated an additional \$.25 for each rail car they are
 7 required to dump.

8 7106 A Railway ~~Switch Supervisor~~Conductor hired on or after August 1, 1992, shall have his or her position
 9 on the rate scale adjusted to the next higher level on each occasion when promoted to or used as the position
 10 of Locomotive Engineer or Railway Yardmaster. A Railway ~~Switch Supervisor~~Conductor hired prior to
 11 January 1, 1997, will receive \$70.00 per month when covered by the City's Regence health plan. Railway
 12 ~~Switch Supervisors~~Conductors hired on or after August 1, 1992, shall be paid a special allowance of \$19.97
 13 for each tour of duty working on a reduced crew consisting of one Railway Switch Supervisor and one
 14 Railway Switch Operator or on a Supervisor-only crew. This special rate shall be adjusted for all pay
 15 increases and cost of living adjustments provided for by collective bargaining agreement. Railway ~~Switch~~
 16 ~~Supervisors~~Conductors, hired prior to August 1, 1992, shall be paid a special allowance of \$11.55 for each
 17 tour of duty working on a reduced crew. This special rate shall be adjusted for all pay increases and cost of
 18 living adjustments provided for by collective bargaining agreement. A Railway ~~Switch Supervisor~~Conductor
 19 who passed the probationary period as Railway Switch Operator prior to November 17, 1981, shall be
 20 entitled to a City-paid contribution of \$24.13 to the employee's productivity fund for each shift which the
 21 employee works on a crew consisting of one Railway Switch Operator and one Railway Switch Supervisor.
 22 For employees in the classification of Railway ~~Switch Supervisor~~Conductor, a special allowance payment of
 23 \$7.50 per hour will be paid to a Supervisor-only crew member when operating on a Supervisor-only crew.

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25 Section 6. That Section 1.12.640 of the Tacoma Municipal Code is hereby
 26 amended, effective July 1, 2015, to read as follows:

* * *

7105 A Railway Switch Operator hired on or after August 1, 1992, shall have his or her position on the rate
 scale adjusted to the next higher level on each occasion when promoted to or used as the position of Railway
 Switch Supervisor, Locomotive Engineer, or Railway Yardmaster. A Railway Switch Operator hired prior to
 January 1, 1997, will receive \$70.00 per month when covered by the City's Regence health plan. A Railway
 Switch Operator hired on or after August 1, 1992, shall be paid a special allowance of \$19.97 for each tour of
 duty working on a reduced crew consisting of one Railway Switch Supervisor and one Railway Switch
 Operator or on a Supervisor only crew. This special rate shall be adjusted for all pay increases and cost of
 living adjustments provided for by collective bargaining agreement. Railway Switch Operators, hired prior to
 August 1, 1992, shall be paid a special allowance of \$11.55 for each tour of duty working on a reduced crew.
 This special rate shall be adjusted for all pay increases and cost of living adjustments provided for by the
 collective bargaining agreement.

A Railway Switch Operator who passed the probationary period as Railway Switch Operator prior to
 November 17, 1981, shall be entitled to a City paid contribution of \$24.13 to the employee's productivity
 fund for each shift which the employee works on a crew consisting of one Railway Switch Operator and one
 Railway Switch Supervisor.

7105, 7106 A Railway Switch Operator or Railway Switch Supervisor may be required to dump rail cars
 which dump automatically. Employees shall be compensated an additional \$.25 for each rail car they are
 required to dump.

7106 A Railway Switch Supervisor hired on or after August 1, 1992, shall have his or her position on the rate
 scale adjusted to the next higher level on each occasion when promoted to or used as the position of
 Locomotive Engineer or Railway Yardmaster. A Railway ~~Switch Supervisor~~Conductor hired prior to



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January 1, 1997, will receive \$70.00 per month when covered by the City's Regence health plan. ~~Railway Switch Supervisors hired on or after August 1, 1992, shall be paid a special allowance of \$19.97 for each tour of duty working on a reduced crew consisting of one Railway Switch Supervisor and one Railway Switch Operator or on a Supervisor only crew. This special rate shall be adjusted for all pay increases and cost of living adjustments provided for by collective bargaining agreement. Railway Switch Supervisors, hired prior to August 1, 1992, shall be paid a special allowance of \$11.55 for each tour of duty working on a reduced crew. This special rate shall be adjusted for all pay increases and cost of living adjustments provided for by collective bargaining agreement. A Railway Switch Supervisor who passed the probationary period as Railway Switch Operator prior to November 17, 1981, shall be entitled to a City paid contribution of \$24.13 to the employee's productivity fund for each shift which the employee works on a crew consisting of one Railway Switch Operator and one Railway Switch Supervisor. For employees in the classification of Railway Switch Supervisor, a special allowance payment of \$7.50 per hour will be paid to a Supervisor only crew member when operating on a Supervisor only crew.~~

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Section 7. That Sections 1, 2, and 5 of this ordinance shall become effective as provided by law. That Sections 3 and 6 of this ordinance shall become effective July 1, 2015. That Section 4 of this ordinance shall become effective July 1, 2016.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney