



**To:** Elizabeth Pauli, City Manager

**From:** Katie Johnston, Budget Officer

**Date:** April 25, 2023

**Subject:** Fiscal Impact of BLET and Non-represented Municipal Court Judge and Court Commissioner

**Overview**

The City of Tacoma is implementing wage increases for the classifications represented by the collective bargaining agreement with the Brotherhood of Locomotive Engineers (BLET); and the non-represented classifications of Municipal Court Judge and Court Commissioner.

**Financial Impact - BLET**

Language in the collective bargaining agreement with the Brotherhood of Locomotive Engineers 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 been reached, the ordinance will provide for an increase of two (2) percent effective July 1, 2023.

The financial impact is based on an effective date of July 1, 2023, as follows:

Fund/Department	FTE	2023 Expense	2024 Expense	Total Expense
Tacoma Public Utilities	19.0	\$21,100	\$42,500	\$63,600
<b>Total</b>	<b>19.0</b>	<b>\$21,100</b>	<b>\$42,500</b>	<b>\$63,600</b>

**Funding for 2023-2024 - BLET**

The cost of the proposal is budgeted in the 2023-2024 Adopted Budget.

**Financial Impact – Municipal Court Judge and Court Commissioner**

For the non-represented classifications of Municipal Court Judge and Court Commissioner, wages are 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 schedule and provides for an increase of seven (7) percent, effective July 1, 2023, and an increase of three (3) percent with a two (2) percent adjustment effective July 1, 2024. 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 financial impact is based on an effective date of July 1, 2023, for the seven (7) percent increase and an effective date of July 1, 2024, for the three (3) percent increase with a two (2) percent adjustment as follows:

Fund/Department	FTE	2023 Expense	2024 Expense	Total Expense
General Fund	3.5	\$27,600	\$76,900	\$104,500
General Fund Supported	0.2	\$1,400	\$4,000	\$5,400
All Other General Government	0.3	\$2,200	\$6,000	\$8,200
<b>Total</b>	<b>4.0</b>	<b>\$31,200</b>	<b>\$86,900</b>	<b>\$118,100</b>

**Funding for 2023-2024 – Municipal Court Judge and Court Commissioner**

The cost of the proposal is partially budgeted in the 2023-2024 Adopted Budget and will be included in the 2025-2026 budget. The department will be responsible for adhering to their overall level of appropriation.

- CC: Dylan Carlson, Labor Relations Division Manager
- Karen Short, Senior Human Resources Consultant
- Mayra Wheelock, Management and Budget Analyst