



**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 – May 16, 2023  
**DATE:** April 27, 2023

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**SUMMARY AND PURPOSE:**

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, regarding rates of pay and compensation for employees represented by the Brotherhood of Locomotive Engineers and Trainmen, the nonrepresented classifications of Municipal Court Judge and Court Commissioner, and other changes to reflect the organizational structure.

**BACKGROUND:**

The ordinance will provide for the implementation of provisions of the collective bargaining agreement with the Brotherhood of Locomotive #Engineers and Trainmen, and also provides for wages for the nonrepresented classifications of Municipal Court Judge and Court Commissioner.

The ordinance provides for a wage increase of 2 percent 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, 2023.

The ordinance provides for a salary increase for the positions of Municipal Court Judge and Court Commissioner for 2023 and 2024. Wages for these classifications is 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 schedules for the next two-year period beginning July 1, 2023. The schedule provides for a wage increase of 7 percent effective July 1, 2023, and an increase of 5 percent 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 ordinance will also amend language in Tacoma Municipal Code Section 1.12.629, to add the classification of Firefighter Paramedic Supervisor for the purpose of determining retirement allowances only, and to remove text that is obsolete and no longer needed.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

**2025 STRATEGIC PRIORITIES:**

**Economy/Workforce:** 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)
Do not approve the legislation	N/A	N/A

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council is required to implement changes in rates of pay and compensation for employees.

**FISCAL IMPACT:**

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

**What Funding is being used to support the expense?**

Participating departments will be responsible for continuing costs.

**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