



# ORDINANCE NO. 29111

1 AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the  
 2 Tacoma Municipal Code, relating to the Compensation Plan, to implement  
 3 rates of pay and compensation for employees represented by the  
 4 Brotherhood of Locomotive Engineers and Trainmen and declaring the  
 5 effective dates thereof.

6 BE IT ORDAINED BY THE CITY OF TACOMA:

7 Section 1. That Section 1.12.115 of the Tacoma Municipal Code (“TMC”) is  
 8 hereby amended, effective as provided by law, to read as follows:

9 **1.12.115 Deferred compensation.**

10 \* \* \*

11 F. The City will match the deferred compensation contribution of Rail personnel in classifications that are  
 12 unrepresented, appointive, and covered by the Federal Railroad Retirement Act to a maximum  
 13 contribution of 3 percent of the base salary for such positions; and, provided further, that all contributions  
 14 are subject to the limitations of the IRC maximum contribution requirements for Section 457 plans.

15 G. The City will match the deferred compensation contribution of Rail personnel in the classification of  
 16 Locomotive Engineer (CSC 7111) and covered by the Federal Railroad Retirement Act, up to 3 percent of  
 17 the base salary, provided, that all contributions are subject to the limitations of the IRC maximum  
 18 contribution requirements for Section 457 plans. The City does not provide a match on Roth  
 19 contributions.

20 ~~G~~H. The City will match the deferred compensation contribution of Rail personnel in the classification of  
 21 Railway Yardmaster (CSC 7115) as set forth in the collective bargaining agreement between the City of  
 22 Tacoma and the International Association of Sheet Metal, Air, Rail and Transportation Workers –  
 23 Transportation Division (SMART-TD), Yardmasters, up to 3 percent of base salary. In accordance with  
 24 the City’s deferred compensation rules, there will be no employer match on Roth contributions.

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

~~I~~J. The City will match the deferred compensation contributions of Rail personnel in the classification of  
 Railway Yard Clerk (CSC 7101) as set forth in the collective bargaining agreement between the City of  
 Tacoma and the District Lodge #160, of the International Association of Machinists and Aerospace  
 Workers, Yard Clerk Unit.

~~J~~K. The City will match the deferred compensation contributions of Rail personnel in classifications as  
 set forth in the collective bargaining agreement between the City of Tacoma and the District Lodge #160  
 of the International Association of Machinists and Aerospace Workers, Rail Mechanics Unit.

~~K~~L. The City will match the deferred compensation contributions of Rail personnel in classifications as  
 set forth in the collective bargaining agreement between the City of Tacoma and the District Lodge #160  
 of the International Association of Machinists and Aerospace Workers, Rail Track Workers Unit.



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1 Section 2. That Section 1.12.355 of the TMC is hereby amended, effective  
2 retroactive to July 1, 2021, to read as follows:

3

Code	A	Job Title	1
71110		Locomotive Engineer	<u>42.11</u>

4

5

Code	A	Job Title	1
71110		Locomotive Engineer	<u>42.52</u>

6

7 Section 3. That Section 1.12.355 of the TMC is hereby amended, effective  
8 retroactive to July 1, 2022, to read as follows:

9

Code	A	Job Title	1
7111		Locomotive Engineer	<u>42.95</u>

10

11

Code	A	Job Title	1
7111		Locomotive Engineer	<u>44.65</u>

12

13 Section 4. That Section 1.12.355 of the TMC is hereby amended, effective  
14 retroactive to July 1, 2023, to read as follows:

15

Code	A	Job Title	1
7111		Locomotive Engineer	<u>43.81</u>

16

17

Code	A	Job Title	1
7111		Locomotive Engineer	<u>45.99</u>

18

19 Section 5. That Section 1.12.355 of the TMC is hereby amended, effective  
20 retroactive to July 1, 2024, to read as follows:

21

Code	A	Job Title	1
7111		Locomotive Engineer	<u>44.69</u>

22

23

Code	A	Job Title	1
7111		Locomotive Engineer	<u>47.37</u>

24

25  
26



1 Section 6. That Section 1.12.355 of the TMC is hereby amended, effective  
2 retroactive to July 1, 2025, to read as follows:

3

Code	A	Job Title	1
7111		Locomotive Engineer	<u>45.58</u>

4

5

Code	A	Job Title	1
7111		Locomotive Engineer	<u>49.26</u>

6

7 Section 7. That Section 1.12.355 of the TMC is hereby amended, effective  
8 July 1, 2026, to read as follows:

9

Code	A	Job Title	1
7111		Locomotive Engineer	<u>49.26</u>

10

11

Code	A	Job Title	1
7111		Locomotive Engineer	<u>51.11</u>

12

13 Section 8. That Section 1.12.355 of the TMC is hereby amended, effective  
14 July 1, 2027, to read as follows:

15

Code	A	Job Title	1
7111		Locomotive Engineer	<u>51.11</u>

16

17

Code	A	Job Title	1
7111		Locomotive Engineer	<u>52.90</u>

18

19 Section 9. That Section 1.12.355 of the TMC is hereby amended, effective  
20 July 1, 2028, to read as follows:

21

Code	A	Job Title	1
7111		Locomotive Engineer	<u>52.90</u>

22

23

Code	A	Job Title	1
7111		Locomotive Engineer	<u>54.62</u>

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25

26



1           Section 10. That Section 1.12.355 of the TMC is hereby amended, effective  
2 July 1, 2029, to read as follows:

Code	A	Job Title	1
7111		Locomotive Engineer	<u>54.62</u>

Code	A	Job Title	1
7111		Locomotive Engineer	<u>56.26</u>

7           Section 11. That Section 1.12.640 of the TMC is hereby amended, effective  
8 as provided by law, to read as follows:

9 **1.12.640     Application of additional rates.**

10 \* \* \*

11 ~~7111 (a) A Locomotive Engineer hired before August 1, 1992, but after Mar. 15, 1983, shall receive a~~  
12 ~~special allowance of \$14.25 for each tour of duty worked with a crew consisting of less than a supervisor~~  
13 ~~and two helpers.~~

14 ~~(b) A Locomotive Engineer hired prior to March 15, 1983, shall receive a special allowance of \$17.00 for~~  
15 ~~each trip or tour of duty worked with a crew consisting of less than a supervisor and two helpers.~~

16 ~~(c) A Locomotive Engineer protected by the May 7, 1965, Manning Agreement shall be paid \$2.00 per~~  
17 ~~shift worked in lieu of performing service under the provisions of Public Law Board No. 2147, Award #1.~~

18 ~~(d) A Locomotive Engineer hired before August 1, 1992, who works with a supervisor only yard crew,~~  
19 ~~shall receive an additional special allowance of \$37.00 per tour of duty.~~

20 ~~(e) Locomotive Engineers required to engage in mandatory training shall be paid \$1.00 per hour added to~~  
21 ~~the current base rate.~~

22 \* \* \*

23 BLET. An employee in a classification represented by the Brotherhood of Locomotive Engineers and  
24 Trainmen, and in exchange for elimination of the historic “Wellness” program which rewarded  
25 employees for non-use of sick leave, the Carrier will pay a one-time lump sum payment equal to two  
26 basic days’ wages to each Engineer who earned one or more Wellness Day between January 1, 2020, and  
the date of Council approval of the 2017-2029 collective bargaining agreement (“CBA”). Employees  
who received a one-time payment in 2024 pursuant to Article 4.1 Section 2.A of the 2021-2027 SMART-  
TD Conductor CBA shall be ineligible for this payment.

BLET. In exchange for the union’s prejudicial withdrawal of all disputed time claims associated with  
“working off bid assignment” (WOBA) and the removal of related seniority rights and penalty provisions  
in the collective bargaining agreement (“CBA”), the Carrier will make a one-time payment of five  
thousand dollars (\$5,000) to each Locomotive Engineer employed on the date City Council approval of



the 2017-2029 CBA. Employees who received a one-time payment in 2024 pursuant to Article 4.1 Section 2.B of the 2021-2027 SMART-TD Conductor CBA shall be ineligible for this payment.

BLET. Locomotive Engineers (and Tacoma Rail employees who promoted into the classification of Locomotive Engineer) whose original hire date of continuous City employment began on or before July 24, 2024, will continue to participate in the Longevity program and progress in accordance with the current percentage factors for continuous years of employment. Employees hired after July 24, 2024, shall not be eligible or participate in the longevity program.

\* \* \*

Section 12. That Sections 1 and 11 are effective as provided by law, that Section 2 is effective retroactive to July 1, 2021, that Section 3 is effective retroactive to July 1, 2022, that Section 4 is effective retroactive to July 1, 2023, that Section 5 is effective retroactive to July 1, 2024, that Section 6 is effective retroactive to July 1, 2025, that Section 7 is effective July 1, 2026, that Section 8 is effective July 1, 2027, that Section 9 is effective July 1, 2028, and that Section 10 is effective July 1, 2029.

Passed \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:  
  
\_\_\_\_\_  
City Clerk

Approved as to form:  
  
\_\_\_\_\_  
Deputy City Attorney