



Memorandum

TO: Hyun Kim, City Manager
FROM: Linnaea Jablonski, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Consultant
SUBJECT: Ordinance Disclosure
DATE: June 2, 2026

On the agenda for City Council action on June 9, 2026, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of the ordinance pursuant to Section 1.12.970 of the Tacoma Municipal Code.

Section 1: Amends Section 1.12.1155 to provide for the implementation of provisions of the Collective Bargaining Agreement (CBA) as negotiated with the with the Brotherhood of Locomotive Engineers and Trainmen. The agreement was approved by the Public Utility Board as a resolution on May 27, 2026, and is scheduled for consideration by the City Council as a resolution on June 9, 2026. The section provides for an employer match to the deferred compensation contributions of employees up to a maximum of three percent (3%) of base salary.

Section 2 through 10: Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement (CBA) as negotiated with the with the Brotherhood of Locomotive Engineers and Trainmen. The sections provide for the following wage changes and increases retroactive from July 1, 2021, through July 1, 2029. Increases are retroactive for all Engineers employed at Tacoma Rail as of the date of City Council approval of the agreement.

Previous Hourly Rate Paid	Effective July 1	Wage Increase
42.11	2021	1.0%
42.95	2022	4.0%
43.81	2023	3.1%
44.69	2024	2.1%
45.58	2025	2.2%
	2026	2.1%
	2027	3.5%
	2028	3.3%
	2029	3.0%

Section 11: Amends Section 1.12.640 to provide for the implementation of provisions of the Collective Bargaining Agreement (CBA) as negotiated with the with the Brotherhood of Locomotive Engineers and Trainmen. The section provides for language to provide for the elimination of eligibility for certain employees hired after July 24, 2024, to participate in the longevity program; a one-time, lump sum payment equal to two basic days' wages for the elimination of a historic "Wellness" program which rewarded employees for the non-use of sick leave; and a one-time, lump sum payment of \$5,000 in exchange for the Union's prejudicial withdrawal of disputed time claims with "working off bid assignment" and the removal of related seniority rights and penalty provisions in the collective bargaining agreement.

Section 12: Provides for the effective date of the sections above.

I would be happy to answer any questions you may have.