



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.



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:

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

4

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

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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:

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

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

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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:

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

16

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

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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:

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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 shall not current percentage factors for continuous years of employment. Employees hired after July 24, 2024,

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 June 16, 2026

Andrew Tison
Mayor

Attest:

[Signature]
City Clerk

Approved as to form:

[Signature]
Deputy City Attorney



TO: Hyun Kim, City Manager
FROM: Linnaea Jablonski, Director, Human Resources
 Kari Louie, Assistant Director, Human Resources
 Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – June 9, 2026
DATE: May 20, 2026

SUMMARY AND PURPOSE:

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement rates of pay and compensation for employees represented by the Brotherhood of Locomotive Engineers and Trainmen.

BACKGROUND:

The ordinance provides for the implementation of provisions of the Collective Bargaining Agreement (CBA) as negotiated with the Brotherhood of Locomotive Engineers and Trainmen. The agreement covers 19 full time equivalent (FTE) employees and has been scheduled for consideration by the Public Utility Board as a resolution on May 27, 2026, and by the City Council as a resolution on June 9, 2026.

The ordinance provides 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%

The ordinance also provides language for a City employer match to 457(b) deferred compensation contributions of employees up to three percent (3%) of base salary; the elimination of eligibility for 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.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the Brotherhood of Locomotive Engineers and Trainmen and bargained in good faith.

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	Unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by ordinance is required to implement provisions of the Collective Bargaining Agreement with the Brotherhood of Locomotive Engineers and Trainmen.

FISCAL IMPACT:

Fiscal impact information is provided by the Management Services Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

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



TACOMA PUBLIC UTILITIES
 3628 South 35th Street
 Tacoma, Washington 98409-3192

To: Andy Cherullo, Finance Director
 From: Alex Yoon, Utilities Deputy Director, Management Services
 Subject: Fiscal Impact for BLET Tacoma Rail Wage Increases for 2017-2030
 Date: May 5, 2026

Background:

A Tentative Agreement has been reached between the City of Tacoma and the Brotherhood of Locomotive Engineers and Trainmen (BLET) bargaining unit for a successor Collective Bargaining Agreement (CBA) effective July 1, 2017 to June 30, 2030.

Rates of Pay – Article 30, Section 1

1. The Locomotive Engineer hourly base wage will increase by the amounts referenced in the table below. **These wage increases will be applied retroactively to July 1 of the relevant year** for all Engineers employed at Tacoma Rail as of the date of City Council approval:

Hourly Rate Previously Paid	July 1st of Year	New Hourly Rate
38.90	2017	38.90
39.68	2018	39.68
40.47	2019	40.47
41.28	2020	41.28
42.11	2021	42.52
42.95	2022	44.65
43.81	2023	45.99
44.69	2024	47.37
45.58	2025	49.26
	2026	51.11
	2027	52.90
	2028	54.62
	2029	56.26

2. At the end of the contract term, the City and union will meet to negotiate wage rates to become effective July 1, 2030. If an agreement is not reached by July 1, 2030, the basic daily rate will increase by 2.5% effective July 1, 2030.





TACOMA PUBLIC UTILITIES
3628 South 35th Street
Tacoma, Washington 98409-3192

Longevity Pay – Article 30, Section 3

- Current Engineers will continue to participate in and progress through the longevity pay program in accordance with the current percentage factors for continuous years of employment.
- **(NEW)** Engineers (or Conductors who promote to Engineer) hired after July 24, 2024, will not be eligible or participate in the longevity program.

Deferred Compensation – Article 30, Section 4

(NEW) 457(b) Deferred Compensation matching program, up to 3% of base salary, following City Council ratification.

One Time Compensation – Article 30, Section 5

- In exchange for elimination of the historic “Wellness” program which rewarded employees for non-use of sick leave, **the Carrier will pay a one-time lump sum payment equal to two (2) basic days’ wages to each Engineer who earned one (1) or more Wellness Day between January 1, 2020 and the date of Council approval of this Agreement.** 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.
- 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 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 this Agreement.** 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.

Personal Protective Equipment Allowance – Article 34, Sect. 1

Employees will be granted a \$400 boot allowance payable on the second paycheck in January of each calendar year.

Holidays – Article 20, Section 1

(NEW) Additional paid holiday each year, “Juneteenth” observed on June 19th.





TACOMA PUBLIC UTILITIES
3628 South 35th Street
Tacoma, Washington 98409-3192

Fiscal Impact:

Incremental Impact of Wage Increases										
Dept/Fund	Budgeted FTE	2021	2022	2023	2024	2025	2026	2027	2028	2029
4500 Tacoma Rail	19.00	\$21,137	\$87,304	\$106,357	\$131,756	\$353,150	\$450,323	\$546,369	\$633,386	\$716,321

The impact of the 2025-2026 increases is included in the current biennial budget. The retroactive payment for wage increases prior to 2025 is an additional expense to be paid in 2026 and the department will absorb those costs.

Concur:

Jackie Flowers, Director of Utilities, CEO





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.

Ordinance No. 29111

First Reading of Ordinance: June 9, 2026

Final Reading of Ordinance: June 16, 2026

Passed: June 16, 2026

Roll Call Vote:

MEMBERS	AYES	NAYS	ABSTAIN	ABSENT
DM Bushnell	✓			
CM Diaz	✓			
CM Hines	✓			
CM Palmer	✓			
CM Rumbaugh	✓			
CM Scott	✓			
CM Sadalge	✓			
CM Walker	✓			
Mayor Ibsen	✓			

Voice Vote:

MEMBERS	AYES	NAYS	ABSTAIN	ABSENT
DM Bushnell				
CM Diaz				
CM Hines				
CM Palmer				
CM Rumbaugh				
CM Scott				
CM Sadalge				
CM Walker				
Mayor Ibsen				