



Memorandum

TO: Hyun Kim, Interim City Manager

FROM: Linnaea Jablonski, Human Resources Director
Kari Louie, Assistant Human Resources Director
Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant

SUBJECT: Ordinance Disclosure

DATE: February 12, 2026

On the agenda for City Council action on February 24, 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 1.12.355 to implement provisions of the Letters of Agreement as negotiated with the Teamsters Local Union No. 117, General Unit; and the International Brotherhood of Electrical Workers, Local 483, Clerical Unit. The Letter of Agreement with the Teamsters Local Union No. 117, General Unit was adopted by the Public Utility Board as a resolution on February 11, 2026, and both agreements have been scheduled for consideration by the City Council as resolutions on February 24, 2026.

The ordinance will provide for the addition of new classifications titled Hydro Park Aide and Retirement Specialist, Senior to the Compensation Plan.

Hydro Park Aide will be created as classified, designated as overtime category "A", with a 2025 three-step pay range of \$21.70 to \$23.93 per hour. The classification will be represented by the Teamsters Local Union No. 117, General Unit, and all other terms and conditions for the classification will be consistent with the current collective bargaining agreement.

Retirement Specialist, Senior will be created as classified, designated as overtime category "A", with a pay range set at 10 percent above the classification of Retirement Specialist (CSC 0547). The classification will be represented by the International Brotherhood of Electrical Workers, Clerical Unit, and other terms and conditions will be consistent with the current collective bargaining agreement.

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