



TO: Hyun Kim, Interim City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Kari Louie, Interim Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – September 9, 2025
DATE: August 21, 2025

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 City of Tacoma, Washington State Council of County and City Employees, Local 120.

BACKGROUND:

The ordinance provides for the implementation of provisions of the letter of agreement as negotiated with the City of Tacoma, Washington State Council of County and City Employees, Local 120. The letter of agreement is scheduled for consideration by the City Council as a resolution on September 9, 2025.

Employees performing work in the Land Use and Long Range Planning divisions of the Planning & Development Services Department, in the classifications of Associate Planner, Senior Planner, Principal Planner, Regulatory Compliance Analyst, Senior Regulator Compliance Analyst, Principal Regulatory Compliance Analyst and Skilled Occupational Intern have selected City of Tacoma, Washington State Council of County and City Employees, Local 120, as their exclusive bargaining representative and will be accreted into the collective bargaining agreement for purposes of collective bargaining.

The ordinance provides for a general wage increase effective retroactive to July 31, 2025, of 2.75 percent at top step, and the classifications will transition from a 9-step pay range to a revised pay range of up to 6 steps. The classifications covered by the Letter of Agreement will not be eligible for longevity pay. The ordinance adds classifications titled Critical Areas Biologist, Senior Critical Areas Biologist, Principal Critical Areas Biologist, and Planner Intern, changes the classification of Senior Planner to classified and deletes the classification of Historic Preservation Analyst. The ordinance also provides employees covered by the Letter of Agreement on the date of City Council approval, will be eligible for a one-time, lump sum payment of \$2,000.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The letter of agreement has been reached with the City of Tacoma, Washington State Council of County and City Employees, Local 120, and has been 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 Letter of Agreement with the City of Tacoma, Washington State Council of County and City Employees, Local 120.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget 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