



## Memorandum

---

**TO:** Elizabeth Pauli, City Manager  
**FROM:** Shelby Fritz, 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:** March 20, 2025

---

On the agenda for City Council action on March 25, 2025, 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.

**Sections 1-4:** Amends Section 1.12.355 to provide for implementation of provisions of the collective bargaining agreement as negotiated with the International Association of Sheet Metal, Air Rail, and Transportation Workers – Transportation Division, Local 1977 Yardmasters Unit. The agreement has been scheduled for consideration by the City Council as a resolution on March 25, 2025. The sections provide effective retroactive to January 1, 2025, the Yardmaster base wage shall be \$61.13 per hour; effective January 1, 2026, the Yardmaster base wage shall be \$63.57 per hour; effective January 1, 2027, the Yardmaster base wage shall be \$66.11 per hour; and effective January 1, and 2028, the Yardmaster base wage will be \$68.76 per hour.

**Section 5:** Amends Section 1.12.355 to provide for implementation of provisions of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. The classification transitions from a 9 step pay range to a 5 step pay range, with an increase of 24 percent at top step, and no additional wage increase will be applied to the classification in 2025.

**Section 6:** Amends Section 1.12.640 to provide for implementation of provisions of the collective bargaining agreement as negotiated with the International Association of Sheet Metal, Air Rail, and Transportation Workers – Transportation Division, Local 1977 Yardmasters Unit. The section provides for an increase for each day a Yardmaster is assigned as training coordinator, from one hour to two hours of straight time pay and removes obsolete language that is no longer needed.

**Section 7:** Provides for the effective dates for the sections above.

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