



Memorandum

TO: Hyun Kim, Interim City Manager
FROM: Kari Louie, Interim Human Resources Director
Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant
SUBJECT: Ordinance Disclosure
DATE: July 3, 2025

On the agenda for City Council action on July 8, 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.

Section 1: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement as negotiated with the IBEW, Local 483, Tacoma Power Unit. This section provides for a general wage increase effective retroactive to April 1, 2024, of 2.75 percent, and also includes market-based wage adjustments by classification of between 2.25 and 16.9 percent as provided below:

Code	Job Title	Market Adjustment
4120	Communications System Technician II	10.33%
5004	Craft Helper	14.77%
2125	Electrical Inspector	10.80%
5230	Electrical Meter & Relay Technician	13.40%
5230	Electrical Meter & Relay Technician Adv Training	15.60%
5240	Electrical Worker	7.30%
5240A	Electrical Worker (Tree/Fire/Signal)	7.30%
5236	Electrician	12.44%
0623	Energy Services Representative	2.25%
6008	Facilities Maintenance Mechanic	14.36%
5270	Fire Maintenance Electrician	8.46%
5132	Hydro Project Electrician	10.47%
5301	Hydro Project Mechanic	10.47%
5056	Hydro Utility Worker	10.47%
5253	Line Clearance Tree Trimmer	6.40%
5255	Line Electrician	13.60%
5257	Line Electrician, Senior	14.21%
5256	Line Equipment Operator	15.31%
5275	Signal & Lighting Electrician	16.90%
5116	Substation Operator, Senior	12.86%
5120	Power System Operator	16.46%
5238	Tool & Equipment Room Coordinator	12.27%
5003	Transmission & Distribution Flagger	4.44%
0617	Utility Service Specialist	3.23%
5245	Wire Electrician	13.60%
5246	Wire Electrician, Senior	14.21%

The section also provides for title changes for the classifications of Wynoochee Project Maintenance Technician to Wynoochee Project Operations/Maintenance Technician, Systems Power Dispatcher to Power System Operator, and Systems Power Dispatcher Candidate to Power System Operator Candidate; reduces the number of pay steps for the classification of Electrical Inspector (CSC 2125) from 3 steps to 2 steps; and changes the overtime designation for the classification of Tool & Equipment Room Coordinator (CSC 5238) from overtime category A (time and one half for overtime hours worked) to overtime category C (double time for overtime hours worked).

Section 2: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement as negotiated with the IBEW, Local 483, Tacoma Power Unit. This section provides for a general wage increase for all classifications effective retroactive to April 1, 2025, of 2.75 percent, and also includes a market-based wage adjustment of 0.85 percent.

Section 3 and 4: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement as negotiated with the Tacoma Police Union, Local 6, I.U.P.A, Community Service Officers Unit. The City recognizes the Union as the collective bargaining representative for the unit, pursuant to PERC Case 138999-E-24, Decision 13889 (PECB, 2024). The agreement is scheduled for consideration by the City Council as a resolution on July 8, 2025. The section provides for a general wage increase effective retroactive to January 1, 2025, of 2.75 percent. Effective January 1, 2026, the ordinance provides for a general wage increase of 3 percent.

Section 5: Amends Section 1.12.640 to implement application of additional rate provisions of the collective bargaining agreements as negotiated with the IBEW, Local 483, Tacoma Power Unit; the Tacoma Police Union, Local 6, I.U.P.A, Community Service Officers Unit; and also provides for compensation changes for certain nonrepresented classifications.

For the agreement with IBEW, Local 483, Tacoma Power Unit, the section increases the application of rate from 6.5 percent to 7.5 percent for a Hydroelectric Mechanic (CSC 5301), or Hydroelectric Electrician (CSC 5132) assigned to oversee the work of two or more contract employees; or when designated as a lead worker; increases the application of rate to from 14.25 percent to 16.48 percent over the base rate of pay for an employee assigned as a Senior Electrical Meter and Relay Technician (CSC 52308); and from 25 percent to 27.23 percent for an employee assigned as the Assistant Supervisor Meter and Relay Technician (CSC 52309); provides an application of rate of 5 percent for hours worked by a Line Electrician (CSC 5255), Senior Line Electrician (CSC 5257), Wire Electrician (CSC 5245), or Senior Line Electrician (CSC 5246), when assigned to asbestos work; and provides an application of rate of 10 percent for a Power System Operator (CSC 5120), when assigned to provide coverage for another Power System Operator for 2 hours or more, as well as cover their own assignment.

For the collective bargaining agreement with the Tacoma Police Union, Local 6, Community Service Officers Unit, the section provides for an application of rate of 2 percent for a Community Service Officer (CSC 4225), per the terms and conditions of a Bilingual Pay Program, for actual hours spent as a foreign language interpreter and translator in the course of their work duties; an application of rate of 4 percent for a Community Service Officer (CSC 4225), for actual hours spent providing training, when assigned by a Supervisor; and an application of rate when scheduled to begin work on or after 1200 hours, of 3 percent over their base rate of pay. It also provides employees, in recognition of their assistance in the Tacoma Police Department CALEA accreditation and successful maintenance of the accreditation, will receive a lump sum payment of \$500 in the first pay period after Council approval of the 2025-2026 collective bargaining agreement, and on an annual basis in January thereafter.

The section also provides for an application of rate for nonrepresented employees in the classifications of Assistant Section Manager, Power Utility (CSC M047); Power Field Operations Supervisor, Senior (CSC P146); and Power Utility Manager, Senior (CSC P203) a temporary application of rate of 9 percent or 20 percent above the regular rate of pay, where specific compression concerns have been identified, and upon approval of the Human Resources Director. It is intended that these applications of rate will expire once a thorough analysis can be completed for a longer-term solution.

Section 6: Provides for the effective dates for the sections above.

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