



Memorandum

TO: Hyun Kim, City Manager
FROM: Kari Louie, Interim Human Resources Director
Jen Peters, Human Resources Manager
Karen Short, Senior Human Resources Consultant
SUBJECT: Ordinance Disclosure
DATE: November 20, 2024

On the agenda for City Council action on December 2, 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 with the Tacoma Police Union, Local 6. The collective bargaining agreement was adopted by the City Council by Resolution 41341 on January 16, 2024. The agreement provides for an increase effective January 1, 2026, equal to 100 percent of the June-to-June Consumer Price index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma-Bellevue area, with a minimum increase of one percent up to a maximum of five percent, with a possible adjustment if needed to maintain a 1st place ranking in the market as provided in the agreement. The section provides for a wage increase of 4.52 percent effective January 1, 2026, per the terms of the agreement.

Section 2: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the Tacoma Police Management Association, Local 26. The collective bargaining agreement was adopted by the City Council by Resolution 41580 on December 3, 2024. The section provides for a wage increase of 4.52 percent, effective January 1, 2026.

Section 3: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the Professional Public Safety Managers Association. The collective bargaining agreement was adopted by the City Council by Resolution 41459 on July 2, 2024. The section provides for a wage increase of 4.52 percent for Police positions, effective January 1, 2026.

Section 4: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. The collective bargaining agreement was adopted by the City Council by Resolution 41712 on July 8, 2025. The agreement provides for a wage increase effective April 1, 2026, equal to one hundred percent (100%) of the increase of the Seattle/Tacoma/Bellevue CPI-W (Consumer Price Index for Urban Wage Earners and Clerical Workers), June index, as published by the Bureau of Labor Statistics, with a minimum of 3 percent, and a maximum of 6 percent. The section provides for a wage increase of 3 percent, effective April 1, 2026.

Section 5: Amends Section 1.12.355 as provided in Exhibit A to provide a general wage increase of 3 percent for nonrepresented classifications, excluding the titles of City Manager and Utilities Director. In addition, the classification of Office Administrator is also excluded, and remain status quo pending accretion bargaining. The section also provides for the following additions/changes:

The creation of five (5) new unclassified classifications. An “A” in the column preceding the title indicates the title is unclassified. Overtime (OT) category D titles are exempt from overtime and earning compensatory time off.

Code	A	Job Title	OT
P2240	A	Senior Manager, Natural Resources	D
P2280	A	Rail Terminal Manager	D
P2290	A	Rail Manager of Operating Practices	D
P2300	A	Railway Roadmaster, Assistant	D
P2310	A	Therapeutic Courts Program Coordinator, Lead	D

Changes in job title for five (5) classifications:

Code	A	Job Title	Job Title Effective 1/1/2026
M0170	A	Chief Government Affairs Officer	Chief Government Relations Officer
M0280	A	Director, Information Technology	Director, Technology (CIO)
P0820	A	Government Affairs Advisor	Government Relations Advisor
P0830	A	Government Affairs Advisor, Senior	Government Relations Advisor, Senior
P0840	A	Government Affairs Officer	Government Relations Officer

Delete one classification that is no longer needed:

Code	A	Job Title
T0520	A	Utilities Technology Officer

Section 6: Provides for the effective date of the section above.

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