



**TO:** Hyun Kim, Interim City Manager  
**FROM:** Linnaea Jablonski, Director, Human Resources  
 Kari Louie, Assistant Director, Human Resources  
 Karen Short, Senior Human Resources Consultant  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance – April 14, 2026  
**DATE:** March 30, 2026

**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 International Brotherhood of Electrical Workers, Local 483, Clerical Unit and the Teamsters Local Union No. 117, Tacoma Venues & Events Unit.

**BACKGROUND:**

The ordinance provides for the implementation of provisions of a Letter of Agreement (LOA) as negotiated with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit; and provisions of the Collective Bargaining Agreement (CBA) negotiated with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit. The Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit was scheduled for consideration by the Public Utility Board as a resolution on March 25, 2026, and both agreements are scheduled for consideration by the City Council as resolutions on April 14, 2026.

For the agreement with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit, the ordinance creates a new classification to be titled Safety Specialist. The classification will be represented by the International Brotherhood of Electrical Workers, Local 483, Clerical Unit for the purposes of collective bargaining. The classification will be created as classified, and designated as overtime category “A”, with a pay rate to align with the classification of Human Resources Specialist (CSC 1114). All other terms and conditions will be consistent with the current collective bargaining agreement.

For the agreement with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit, the ordinance provides for a general wage increase (GWI) and/or market-based adjustments or alignment by classification, in each year of the agreement as follows:

Code	Classification	2026 GWI	2026 Market Adjustment	2027 GWI	2027 Market Adjustment	2028 GWI	2028 Market Adjustment
6225	TVE Custodian	3.00%	7.00%	3.00%	1.0%	3.00%	0.0%
5051	TVE Electrician	3.00%	7.00%	3.00%	5% (add step)	3.00%	1.0%
5050	TVE HVAC Mechanic	3.00%	7.00%	3.00%	5% (add step)	3.00%	1.0%
5053	TVE HVAC Mechanic II	3.00%	Indexed 10% above Electrician	3.00%	5% (add step)	3.00%	1.0%
5048	TVE Maintenance Chief I	3.00%	Indexed 10% above Electrician	3.00%	5% (add step)	3.00%	1.0%
5049	TVE Maintenance Chief, Assistant	3.00%	Indexed 20% below Maintenance Chief	3.00%	5% (add step)	3.00%	1.0%
6014	TVE Maintenance Worker I	3.00%	6.00%	3.00%	1.0%	3.00%	0.0%
6015	TVE Maintenance Worker II	3.00%	6.00%	3.00%	3.0%	3.00%	1.0%



**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreements have been reached with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit, and the Teamsters Local Union No. 117, Tacoma Venues & Events Unit have 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 negotiated with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit; and the Collective Bargaining Agreement with the Teamsters Local Union No. 117, Tacoma Venues and Events Unit.

**FISCAL IMPACT:**

Fiscal impact information is provided by the Management Services Office and 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 Memorandums