



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: October 31, 2025

On the agenda for City Council action on November 12, 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 1.12.115 Deferred Compensation to provide for the implementation of provisions of the collective bargaining agreement as negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Track Workers Unit. The agreement is scheduled for consideration by the City Council as a resolution on November 12, 2025. The section provides for an employer match to the deferred compensation contributions of employees covered by the agreement, up to a maximum of 3 percent of base salary.

Section 2 – 4: Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement as negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Track Workers Unit. The agreement is scheduled for consideration by the City Council as a resolution on November 12, 2025. The sections provide for wage increases in each year of the agreement as follows: Effective January 1, 2026, the hourly rate for Railway Track Maintenance Worker will receive a general wage increase of 3.0 percent, and a market-based increase of 6.5 percent. Effective January 1, 2027, the hourly rate for Railway Track Maintenance Worker will receive a general wage increase of 3.0 percent and a market-based increase of 2.0 percent. Effective January 1, 2028, the hourly rate for Railway Track Maintenance Worker will receive a general wage increase of 3.0 percent and a market-based increase of 2.0 percent. In each year of the agreement, the hourly rates for all other classifications will be calculated at 10 percent above the Railway Track Maintenance Worker rates of pay.

Section 5: Amends Section 1.12.355 to provide for the implementation of provisions of a Letter of Agreement as negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit. The agreement is scheduled for consideration by the City Council as a resolution on November 12, 2025. The section provides for the creation of a new classification titled Machine & Fabrication Welder, Lead. The classification will be represented by the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit for the

purposes of collective bargaining. The classification will be created as classified, designated as overtime category “A”, and the pay rate set at 10 percent over the classification of Machinist for 2025, as established in the collective bargaining agreement.

Section 6: Amends Section 1.12.355 to provide for the implementation of provisions of the Letter of Agreement as negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit. The section provides for a pay rate to be set at 10 percent over the rate for the classification of Machinist, effective January 1, 2026, as established in the collective bargaining agreement.

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

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