



Memorandum

TO: Hyun Kim, City Manager
FROM: Linnaea Jablonski, 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: April 9, 2026

On the agenda for City Council action on April 14, 2026, 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 provide for the implementation of provisions of the Letter of Agreement (LOA) as negotiated with the with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit. The agreement is scheduled for consideration by the City Council as a resolution on April 14, 2026. The section creates a new classification 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 2026 pay rate to align with the classification of Human Resources Specialist (CSC 1114).

Sections 2 through 4: Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement (CBA) as negotiated with the with the Teamsters Local Union No. 117, Tacoma Venues and Event Unit. The sections provide for a general wage increase effective January 1 of 2026, 2027 and 2028 of 3 percent, and provides for market adjustments or indexing by classification and by year as follows:

Code	Classification	2026 Market Adjustment	2027 Market Adjustment	2028 Market Adjustment
6225	TVE Custodian	7.00%	1.0%	0.0%
5051	TVE Electrician	7.00%	5.0%	1.0%
5050	TVE HVAC Mechanic	7.00%	5.0%	1.0%
5053	TVE HVAC Mechanic II	Indexed 10% above Electrician (CSC 5051)	5.0%	1.0%
5048	TVE Maintenance Chief I	Indexed 10% above Electrician (CSC 5051)	5.0%	1.0%
5049	TVE Maintenance Chief, Assistant	Indexed 20% below Maintenance Chief (CSC 5048)	5.0%	1.0%
6014	TVE Maintenance Worker I	6.00%	1.0%	0.0%
6015	TVE Maintenance Worker II	6.00%	3.0%	1.0%

Section 5: Provides for the effective date of the sections above.

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