Memorandum

TO: Hyun Kim, City Manager

FROM: Linnaea Jablonski, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Consultant

SUBJECT: Ordinance Disclosure

DATE: May 28, 2026

On the agenda for City Council action on June 2, 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 Collective Bargaining Agreement (CBA) as negotiated with the with the International Brotherhood of Electrical Workers, Local 483, Water Unit. The agreement was approved by the Public Utility Board as a resolution on May 13, 2026, and is scheduled for consideration by the City Council as a resolution on June 2, 2026. The section provides for a general wage increase effective retroactive to January 1, 2025, of 2.75 percent, and also provides for market-based adjustment by classification as follows:

Code	Classification	1/1/2025 Market Adjustment
50600	Water Utility Worker	3.00%
50610	Water Service Worker	3.00%
50650	Water Service Supervisor	3.00%
51080	Water Plant Maintenance Worker	3.00%
52250	Water Meter Repair Worker	3.00%
52260	Water Meter Repair Worker, Lead	3.00%
19990	Water Quality Specialist	3.25%
21550	Watershed Inspector	3.25%
53050	Water Service Mechanic	4.25%
50700	Water Pumps & Storage Supervisor	5.75%
50680	Water Supply Supervisor	5.75%
51090	Water Control Station Operator	10.00%
50690	Water Systems Operations Supervisor	10.00%
51120	Water Treatment Plant Operator	12.00%
51100	Water Treatment Plant Supervisor	12.00%

Section 2 and 3: Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement (CBA) as negotiated with the with the International Brotherhood of Electrical Workers, Local 483, Water Unit. The section provides for a general wage increase effective retroactive to January 1, 2026, of 3.0 percent, and a general wage increase effective January 1, 2027, of 3.0 percent.

Section 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 Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees. The agreement is scheduled for consideration by the Public Utility Board as a resolution on May 13, 2026, and by the City Council as a resolution on June 2, 2026. The section provides for a general wage increase effective retroactive to January 1, 2026, of 3.0 percent, and also provides for market-based adjustment by classification as follows:

Code	Classification	1/1/2026 Market Adjustment
01410	Business Analyst I	1%
01420	Business Analyst II	3%
01430	Business Analyst III	3%
03040	Buyer	5%
03070	Buyer, Senior	5%
12250	Communication Services Technician	3%
01240	Computer Support Technician	3%
03340	Fleet Services Support Tech	3%
02200	Graphic Arts Specialist	1%
02220	Graphic Arts Specialist, Lead	1%
01500	Information Technology Analyst	3%
01510	Information Technology Analyst, Senior	1%
01520	Information Technology Analyst, Senior Technical	3%
01530	Information Technology Analyst, Principal Technical	1%
01180	Information Technology Helpdesk Specialist	3%
01600	Integration Developer	1%
02990	Vehicle Parts Assistant	3%
03010	Warehouse Technician	3%
03020	Warehouse Technician, Senior	3%
01610	Web Developer	3%

Section 5 and 6: Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement (CBA) as negotiated with the with the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees. The sections provide for a general wage increase effective January 1, 2027, of 3.0 percent; and a general wage increase effective January 1, 2028, of 3.0 percent.

Section 7: Amends Section 1.12.640 to provide for the implementation of the provisions of the Collective Bargaining Agreements as negotiated with the with the International Brotherhood of Electrical Workers, Local 483, Water Unit, and the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees. The section provides language for a one-time, lump sum payment for employees in the classification of Water Treatment Plant Operator; the removal of language regarding classifications that will no longer be ineligible for longevity pay; and the deletion of obsolete language.

Section 8: Provides for the effective date of the sections above.

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