



Memorandum

TO: Hyun Kim, Interim 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
 Vanessa Peterson, Senior Human Resources Consultant
SUBJECT: Ordinance Disclosure
DATE: March 3, 2026

On the agenda for City Council action on March 10, 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.

Sections 1 through 3: Amends Section 1.12.355 to provide for implementation of provisions of the collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Customer & Field Services Unit. The agreement has been scheduled for consideration by the City Council as a resolution on March 10, 2026. The sections provide for general wage increases as well as market-based wage adjustments in each year of the contract as follows:

Code	A	Job Title	2025 GWI	2025 Market/ Alignment	2026 GWI	2026 Market	2027 GWI	2027 Market
0611		Customer Service Representative	2.75%	4.25%	3.00%	2.00%	3.00%	1.50%
0018		Mail & Stock Processor	2.75%	3.25%	3.00%		3.00%	
0601		Meter Reader	2.75%	2.00%	3.00%	2.00%	3.00%	1.50%
0602		Advanced Meter Field Investigator		10% over 0611	3.00%	2.00%	3.00%	1.50%
0603		Advanced Meter Field Investigator, Lead		15% over 0612	3.00%	2.00%	3.00%	1.50%
0608		Customer Service Representative, Lead		15% over 0612	3.00%	2.00%	3.00%	1.50%
0612		Customer Service Representative, Technical		10% over 0611	3.00%	2.00%	3.00%	1.50%
0012		Mail & Stock Processor, Senior		10% over 0018	3.00%		3.00%	
0607		Workforce Coordinator		15% over 0612	3.00%	2.00%	3.00%	1.50%

Sections 4 through 6: Amends Section 1.12.355 to provide for implementation of provisions of the collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Human Resources Unit. The agreement has been scheduled for consideration by the City Council as a resolution on March 10, 2026. The sections include general wage increases in each year of the contract, and market-based wage adjustments for all classifications effective retroactive to January 1, 2025, as follows:

Code	A	Job Title	2025 GWI	2025 Market Adjustment	2026 GWI	2027 GWI
1106		Human Resources Assistant	2.75%	3.00%	3.00%	3.00%
1114		Human Resources Specialist	2.75%	1.25%	3.00%	3.00%
1115		Human Resources Analyst	2.75%	3.50%	3.00%	3.00%

Section 7: Amends Section 1.12.640 to implement provisions of the collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Customer & Field Services and Human Resources Units. This section provides language regarding eligibility for employees represented by the IBEW, Local 483, Customer & Field Services Unit to receive an application of rate of 2 percent above regular pay for those certified in an approved language who act as a foreign language interpreter, as assigned.

In addition, the section also provides employees who are represented by the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit, and assigned to the classifications of Human Resources Assistant or Human Resources Specialist as of the date of City Council approval of the Collective Bargaining Agreement a one-time, lump sum payment of \$1,000. Employees assigned to the classification of Human Resources Analyst as of the date of City Council approval of the Collective Bargaining Agreement will receive a one-time, lump sum payment of \$2,250.

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