



City of Tacoma

City Council Action Memorandum

TO: Hyun Kim, 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 – August 18, 2026
DATE: July 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 (IBEW), Local 483, Supervisors' Unit and Custodial & Building Maintenance Unit; the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees; and the Sheet Metal, Air, Rail and Transportation (SMART-TD) Conductors Unit.

BACKGROUND:

The ordinance provides for the implementation of provisions of the Collective Bargaining Agreements (CBA) and Letter of Agreement (LOA) as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors' Unit, the IBEW, Local 483 Custodial & Building Maintenance Unit; the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees and the SMART-TD Conductors Unit. The CBA's with the IBEW been scheduled for consideration by the Public Utility Board as resolutions on August 12, 2026, and the CBA's and LOA are scheduled for consideration by the City Council as resolutions on August 18, 2026.

For the IBEW, Local 483, Supervisors Unit, the ordinance provides effective January 1, 2026, the classification of Office Administrator is added to the agreement, and a revised salary range established with a general wage increase of 3 percent applied. Employees in the Office Administrator classification will be placed on the revised salary range on the step closest to, but not less than their current rate of pay; and will not be eligible for longevity pay. Effective retroactive to January 1, 2026, all other bargaining unit classifications will receive a general wage increase of 3 percent will be provided, and the following market-based wage adjustments by classification as follows:

Code	A	Job Title	Market Adjustment
0041		Customer Accounts Supervisor	4.7%
5017		Solid Waste Collection Supervisor	5.0%
5276		Traffic Field Operations Supervisor	5.0%
0305		Warehouse Supervisor	10.1%
5278		Water Electrical & Controls Supervisor	2.0%

Effective January 1, 2027, and January 1, 2028, a general wage increase of 3 percent will be provided to all classifications in the unit.

For the IBEW, Local 483, Custodial & Building Maintenance Unit, effective retroactive to January 1, 2026, the ordinance provides for a general wage increase of 3.0 percent; the classification of Custodian will also receive a market adjustment of 3.5 percent, and the classification of Building Maintenance Worker will also receive a market adjustment of 7.5 percent. Effective January 1, 2027, and January 1, 2028, a general wage increase of 3.0 percent will be provided.



City of Tacoma

City Council Action Memorandum

For the LOA with the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees, the ordinance will provide for a change in title for the following classifications:

Code	Current Job Title	Code	Revised Job Title
0304	Buyer	0304	Contracting & Procurement Specialist
0307	Buyer, Senior	0307	Contracting & Procurement Specialist, Senior

The ordinance will also provide for a general wage increase of 2 percent for the classification of Railway Conductor Trainee (CSC 7104), effective July 1, 2026, as provided for in the collective bargaining agreement with the Sheet Metal, Air, Rail and Transportation (SMART-TD) Conductors Unit.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreements were reached with the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors' Unit, the IBEW, Local 483 Custodial & Building Maintenance Unit, the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees and the SMART-TD Conductors Unit and 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 Agreements with the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors' Unit; the IBEW, Local 483 Custodial & Building Maintenance Unit; the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees and the SMART-TD Conductors Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Office of Management and Budget. Departments will be responsible for adhering to their overall level 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