



TO: Hyun Kim, Interim City Manager
FROM: Kari Louie, Interim Human Resources Director
Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – October 21, 2025
DATE: October 6, 2025

SUMMARY AND PURPOSE:

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to align with provisions contained in the Collective Bargaining Agreement as negotiated with the Tacoma Joint Labor Committee.

BACKGROUND:

The ordinance will amend the Tacoma Municipal Code (TMC), Chapter 1.12, Compensation Plan to align with provisions contained in the Collective Bargaining Agreement negotiated with the Tacoma Joint Labor Committee, effective January 1, 2026. The agreement with the Joint Labor Committee is scheduled for consideration by the City Council as a resolution on October 21, 2025. The ordinance provides for the following:

Amends Section 1.12.180 related to Standby Pay, effective January 1, 2026, to increase the rate paid for standby assignments for nonrepresented employees and eligible represented employees from \$4.50 to \$5.00 per hour when assigned and approved by a Department Director.

Amends TMC Sections 1.12.230 Sick Allowance with Pay and 1.12.250 Leave with Pay effective January 1, 2026, to add language to provide eligible employees the ability to use up to five (5) working days of accrued, paid leave upon the death of a family member for bereavement, and aligns the definition of family member with Washington State's Paid Sick Leave Law (RCW 49.46.210).

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

An agreement was reached with the Tacoma Joint Labor Committee and bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: *Equity Index Score:* 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)
1. Do not approve the legislation	N/A	Unknown



EVALUATION AND FOLLOW UP:

Please include what performance measures and/or benchmarks you have identified that indicate success. Explain how you will follow up with staff and/or Council to report success or changes.

STAFF/SPONSOR RECOMMENDATION:

An ordinance is necessary to provide for changes as provided by the Collective Bargaining Agreement with the Tacoma Joint Labor Committee.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to overall levels 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 Memorandum