



**To:** Hyun Kim, Interim City Manager  
**From:** Teresa Green, Assistant Finance Director/Budget Officer  
**Date:** March 26, 2026  
**Subject:** Fiscal Impact of 117 Tacoma Venues & Events Successor Collective Bargaining Agreement

**OVERVIEW**

A Tentative Agreement has been reached between the City of Tacoma and the Local 117 Tacoma Venues & Events bargaining unit for a successor Collective Bargaining Agreement (CBA) effective January 1, 2026 to December 31, 2028.

**WAGES**

**2026**

**Effective and retroactive January 1, 2026**, all bargaining unit members will receive a General Wage Increase of three percent (3%). In addition, the following Market Rate wage increases will be applied:

Market Adjustments Effective January 1, 2026	
TVE Custodian	7%
TVE Electrician	7%
TVE HVAC Mechanic	7%
TVE HVAC Mechanic II	Indexed 10% above Electrician
TVE Maintenance Chief I	Indexed 10% above Electrician
TVE Maintenance Chief, Assistant	Indexed 20% below Maint. Chief I
TVE Maintenance Worker I	6%
TVE Maintenance Worker II	6%

**2027**

**Effective January 1, 2027**, all bargaining unit members will receive a General Wage Increase of three percent (3%). In addition, the following Market Rate wage increases will be applied:

Market Adjustments Effective January 1, 2027	
TVE Custodian	1%
TVE Electrician	New Additional Top Step
TVE HVAC Mechanic	New Additional Top Step
TVE HVAC Mechanic II	New Additional Top Step
TVE Maintenance Chief I	New Additional Top Step
TVE Maintenance Chief, Assistant	New Additional Top Step



TVE Maintenance Worker I	1%
TVE Maintenance Worker II	3%

**2028**

Effective January 1, 2028, all bargaining unit members will receive a General Wage Increase of three percent (3%). In addition, the following Market Rate wage increases will be applied:

Market Adjustments Effective January 1, 2028	
TVE Custodian	-
TVE Electrician	1%
TVE HVAC Mechanic	1%
TVE HVAC Mechanic II	1%
TVE Maintenance Chief I	1%
TVE Maintenance Chief, Assistant	1%
TVE Maintenance Worker I	-
TVE Maintenance Worker II	1%

**Wage Increase Fiscal Impact**

Fund/Department	FTE	2026 Incremental Increase	2027 Incremental Increase	2028 Incremental Increase	Total Incremental Increase
General Fund Supported	29	\$351,500	\$474,200	\$583,000	\$1,408,700
<b>Total</b>	<b>29</b>	<b>\$351,500</b>	<b>\$474,200</b>	<b>\$583,000</b>	<b>\$1,408,700</b>

**CLOTHING ALLOWANCE**

**Proration**

Employees hired during the year of this collective bargaining agreement will get a receive a quarterly proration of the annual \$200 stipend (e.g. an employee hired in May will receive \$150). This is a change from the previous agreement in which employees hired partway through the year would receive half of the stipend or \$100.

**Proration Fiscal Impact**

The fiscal impact is indeterminant and will be reviewed by staff as employees are hired.

**Replacement of Clothing and Shoes**

The stipend for replacing damaged and unserviceable clothing or shoes increased from \$100 to \$200.



***Clothing Replacement Fiscal Impact***

Fund/Department	FTE	2026 Incremental Increase	2027 Incremental Increase	2028 Incremental Increase	Total Incremental Increase
General Fund Supported	29	\$2,900	\$2,900	\$2,900	\$8,700
<b>Total</b>	<b>29</b>	<b>\$2,900</b>	<b>\$2,900</b>	<b>\$2,900</b>	<b>\$8,700</b>

**TOTAL FISCAL IMPACT**

Fund/Department	FTE	2026 Incremental Increase	2027 Incremental Increase	2028 Incremental Increase	Total Incremental Increase
General Fund Supported	29	\$354,400	\$477,100	\$585,900	\$1,417,400
<b>Total</b>	<b>29</b>	<b>\$354,400</b>	<b>\$477,100</b>	<b>\$585,900</b>	<b>\$1,417,400</b>

**FUNDING FOR 2025-2026**

The incremental increases are partially included in the Adopted 2025-2026 Budget and will be incorporated into the 2027-2028 Proposed Biennial Budget. The department will be responsible for adhering to their overall level of appropriation.

- Cc: Dylan Carlson, Labor Relations Division Manager  
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