



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: August 13, 2026

On the agenda for City Council action on August 18, 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 implement provisions of the collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. The agreement is scheduled for consideration by the City Council as a resolution on August 18, 2026. The section provides for the addition of the classification of Office Administrator to the agreement and a revised salary range established that includes a 3 percent wage increase. It also provides for a general wage increase of 3 percent for all other classifications retroactive to January 1, 2026, 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%

Section 2 and 3: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. The sections provide for a general wage increase of 3 percent effective January 1, 2027, and January 1, 2028, for all classifications in the Unit.

Section 4: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Custodial & Building Maintenance Unit. The agreement is scheduled for consideration by the City Council as a resolution on August 18, 2026. The section provides for a general wage increase, effective retroactive to January 1, 2026, of 3 percent; and 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.

Section 5 and 6: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Custodial & Building Maintenance Unit. The sections provide for a general wage increase of 3 percent effective January 1, 2027, and January 1, 2028, for all classifications in the Unit.

Section 7: Amends Section 1.12.355 to implement provisions of the Letter of Agreement as negotiated with the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees, the section provides for a change in title for the classification of Buyer to Contracting & Procurement Specialist; and the classification of Buyer, Senior to Contracting & Procurement Specialist, Senior.

Section 8: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the Sheet Metal, Air, Rail and Transportation (SMART-TD) Conductors Unit. The section provides for a general wage increase effective retroactive to July 1, 2026, of 2 percent for the classification of Railway Conductor Trainee.

Section 9: Amends Section 1.12.640 to implement provisions of the collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. The section provides for language regarding certification pay for employees in the classifications of Hydro Parks Supervisor and Assistant Hydro Parks Supervisor who are required to maintain a Wastewater Treatment Plant Certification, and the deletion of obsolete text.

Section 10: Provides for the effective dates of the above sections.

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