



TO: Hyun Kim, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
 Linnaea Jablonski, Human Resources Director
 Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees – June 2, 2026
DATE: May 1, 2026

SUMMARY AND PURPOSE:

A resolution authorizing execution of a successor Collective Bargaining 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, effective January 1, 2026, through December 31, 2028.

BACKGROUND:

The resolution authorizes the execution of a successor Collective Bargaining Agreement (CBA) 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 agreement is for three years, covers 196 full time equivalent (FTE) employees, and has been scheduled for consideration by the Public Utility Board as a resolution on May 13, 2026.

The agreement provides for wage increases in each year of the agreement. Retroactive to January 1, 2026, a general wage increase of 3 percent is provided, as well as market-based adjustments by classification as follows:

Code	Classification	2026 Market Adjustment
0141	Business Analyst I	1%
0142	Business Analyst II	3%
0143	Business Analyst III	3%
0304	Buyer	5%
0307	Buyer, Senior	5%
1225	Communication Services Technician	3%
0124	Computer Support Technician	3%
0334	Fleet Services Support Tech	3%
0220	Graphic Arts Specialist	1%
0222	Graphic Arts Specialist, Lead	1%
0150	Information Technology Analyst	3%
0151	Information Technology Analyst, Senior	1%
0152	Information Technology Analyst, Senior Technical	3%
0153	Information Technology Analyst, Principal Technical	1%
0118	Information Technology Helpdesk Specialist	3%
0160	Integration Developer	1%
0299	Vehicle Parts Assistant	3%
0301	Warehouse Technician	3%
0302	Warehouse Technician, Senior	3%
0161	Web Developer	3%



In addition, employees in the following classifications will be eligible to receive longevity pay effective January 1, 2026: Critical Areas Biologist; Critical Areas Biologist, Senior; Critical Areas Biologist, Principal; Planner, Associate; Planner, Senior; and Planner, Principal per Tacoma Municipal Code 1.12.133, and the classification of Senior Buyer will have an additional step of 5 percent added to the top of the pay range. Effective January 1 of 2027 and 2028, a general wage increase of 3 percent will be provided.

Other changes to the agreement include an increase from \$300 to \$325 to the allowance provided for safety footwear for eligible classifications; modifying the Voluntary Employee Beneficiary Association (VEBA) provisions for employees to allow for 50 percent of unused PTO accruals to be contributed to the VEBA upon retirement; and the incorporation of provisions of a Letter of Agreement into the Collective Bargaining Agreement regarding bumping rights for certain eligible employees in unclassified positions.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Collective Bargaining Agreement has been reached with the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees and has been 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 execution of the Collective Bargaining Agreement	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to authorize execution of the Collective Bargaining Agreement with the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees.

FISCAL IMPACT:

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

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.



City of Tacoma

City Council Action Memorandum

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

No

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:

Collective Bargaining Agreement

Fiscal Impact Memorandum