



Memorandum

TO: Hyun Kim, Interim City Manager
FROM: Linnaea Jablonski, Human Resources Director
Kari Louie, Assistant Human Resources Director
Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant
Vanessa Peterson, Senior Human Resources Consultant
SUBJECT: Ordinance Disclosure
DATE: March 16, 2026

On the agenda for City Council action on March 24, 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 provide for the implementation of provisions of the Collective Bargaining Agreement (CBA) as negotiated with the with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit. The agreement is scheduled for consideration by the City Council as a resolution on March 31, 2026. The section provides for a general wage increase effective retroactive to January 1, 2026, of 3 percent, and a market adjustment of 5 percent. For the classification of Financial Court Clerk, the pay range effective retroactive to January 1, 2026, will be set to equal the classification of Financial Assistant, which is \$39.77 at top step.

Section 2: Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement (CBA) as negotiated with the with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit. The section provides for a general wage increase effective January 1, 2027, of 3 percent, and provides an additional market adjustment of 3 percent for the classification of Court Clerk.

Section 3: Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement (CBA) as negotiated with the with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit. The section provides for a general wage increase effective January 1, 2027, of 3 percent, and provides an additional market adjustment of 2.5 percent for the classification of Court Clerk.

Section 4: Provides for the effective date of the sections above.

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