



RESOLUTION NO. 41922

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 three-year Collective Bargaining Agreement between the City and Tacoma,
3 Washington, City and Pierce County Employees Local Number 120 of the
4 Washington State Council of County and City Employees, AFSCME,
5 AFL-CIO, consisting of approximately 196 budgeted full-time equivalent
6 positions, retroactive to January 1, 2026, through December 31, 2028.

7 WHEREAS the City has, for years, adopted the policy of collective
8 bargaining between the various labor organizations representing employees and
9 the administration, and

10 WHEREAS this resolution allows for the execution of a three-year Collective
11 Bargaining Agreement (“CBA”) between the City and Tacoma, Washington, City
12 and Pierce County Employees Local Number 120 of the Washington State Council
13 of County and City Employees, AFSCME, AFL-CIO (“Union”), on behalf of the
14 employees represented by said Union, and

15 WHEREAS the bargaining unit consists of approximately 196 budgeted,
16 full-time equivalent positions, and

17 WHEREAS effective retroactive to January 1, 2026, the CBA will provide for
18 a general wage increase of three percent, and

19 WHEREAS, in addition to the general wage increase, market-based wage
20 adjustments will be provided 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%

WHEREAS effective retroactive to January 1, 2026, the following classifications will be eligible to receive longevity pay: 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

WHEREAS the classification of Senior Buyer will have an additional step of five percent added to the top of the pay range, and

WHEREAS effective January 1, 2027, and January 1, 2028, a general wage increase of three percent will be provided, and

WHEREAS other changes include: (1) an increase from \$300 to \$325 to the allowance provided for safety footwear for eligible classifications; (2) modification to 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 (3) the incorporation of provisions of a Letter of Agreement into the CBA regarding bumping rights for certain eligible employees in unclassified positions, and



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WHEREAS the CBA was considered and approved by the Public Utility

Board at its meeting of May 13, 2026, and

WHEREAS it appears in the best interests of the City that the CBA negotiated by said Union and the City be approved; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees, AFSCME, AFL-CIO, consisting of approximately 196 budgeted full-time equivalent positions, retroactive to January 1, 2026, through December 31, 2028, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

Requested by Public Utility Board
Resolution No. U-11604