



**TO:** Hyun Kim, City Manager  
**FROM:** Linnaea Jablonski, Director, Human Resources  
Kari Louie, Assistant Director, Human Resources  
Karen Short, Senior Human Resources Consultant  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance – June 2, 2026  
**DATE:** May 1, 2026

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**SUMMARY AND PURPOSE:**

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement rates of pay and compensation for employees represented by the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees, and the International Brotherhood of Electrical Workers, Local 483, Water Unit.

**BACKGROUND:**

The ordinance provides for the implementation of provisions of the Collective Bargaining Agreements (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; and the International Brotherhood of Electrical Workers (IBEW), Local 483, Water Unit.

The collective bargaining agreements have been scheduled for consideration by the Public Utility Board as resolutions on May 13, 2026, and by the City Council as resolutions on June 2, 2026.

For the Washington State Council of County and City Employees, Local 120 CBA, the ordinance provides for wage increases in each year of the agreement. Retroactive to January 1, 2026, a general wage increase of 3 percent will be provided, as well as market-based adjustments by classification between 1 percent and 5 percent, 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, 2027, and January 1, 2028, a general wage increase of 3 percent will be provided.

In addition, retroactive to January 1, 2026, employees in the classifications of Critical Areas Biologist; Critical Areas Biologist, Senior; Critical Areas Biologist, Principal; Planner, Associate; Planner, Senior; and Planner, Principal, will be eligible to receive longevity pay per Tacoma Municipal Code 1.12.133; and upon Council adoption, the provisions of the Voluntary Employee Beneficiary Association (VEBA) benefit will be modified for employees to allow for 50 percent of unused Personal Time Off (PTO) accruals to be contributed to the VEBA upon retirement.

For the IBEW, Local 483, Water Unit CBA, the ordinance provides for wage increase in each year of the agreement. Retroactive to January 1, 2025, a general wage increase of 2.75 percent will be provided, as well as market-based wage adjustments by classification between 3 percent and 12 percent. Retroactive to January 1, 2026, and effective January 1, 2027, a general wage increase of 3 percent will be provided.

In addition, the ordinance provides for an increase to the allowance paid for a Water Utility Worker in the apprenticeship program and assigned to report at McMillin and the Headworks to \$22 per day for travel expenses; and provides for a one-time, lump sum payment of \$2,500 to each Water Treatment Plan Operator employed on January 1, 2025.



**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreements have 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 the International Brotherhood of Electrical Workers, Local 483, Water Unit and have 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 the legislation	N/A	Unknown

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council by ordinance is required to implement provisions of the Collective Bargaining Agreements with the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees, and the International Brotherhood of Electrical Workers, Local 483, Water Unit.

**FISCAL IMPACT:**

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

**What Funding is being used to support the expense?**

**Are the expenditures and revenues planned and budgeted in this biennium’s current budget? Yes**

**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:**

Fiscal Impact Memorandums