



City of Tacoma

City Council Action Memorandum

TO: Hyun Kim, Interim City Manager
FROM: Kari Louie, Interim Human Resources Director
Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – December 2, 2025
DATE: November 24, 2025

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 certain represented and nonrepresented employees; and changes in classifications to reflect the organizational structure.

BACKGROUND:

The ordinance will provide for wage increases as negotiated for represented classifications contained within the collective bargaining agreements, and other related documents, with the Tacoma Police Union, Local 6, Commissioned Unit; the Tacoma Police Management Association, Local 26; the Professional Public Safety Management Association for the Police titles only, and the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

The ordinance will also include a general wage increase of 3.0 percent for all nonrepresented classifications, excluding the classifications of City Manager and Utilities Director. In addition, the classification Office Administrator is also excluded, and remains status quo pending accretion bargaining.

The ordinance will also provide for the addition of 5 new unclassified, nonrepresented classifications, and a change in title for 5 nonrepresented classifications, and the deletion of one nonrepresented classification that is no longer needed. The ordinance may include additional changes not outlined in this request.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

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:

An ordinance is necessary to provide for classification changes and changes to rates of pay and compensation for represented and nonrepresented employees.

FISCAL IMPACT: Fiscal impact information is provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.