



**To:** Hyun Kim, City Manager  
**From:** Teresa Green, Assistant Finance Director/Budget Officer  
**Subject:** Fiscal Impact of Local 120 General 2026-2028 Successor Collective Bargaining Agreement (TA)  
**Date:** April 20, 2026

**OVERVIEW**

A Tentative Agreement has been reached between the City of Tacoma and the Local 120 General bargaining unit for a successor Collective Bargaining Agreement (CBA) effective January 1, 2026, to December 31, 2028.

**WAGES**

**Effective and retroactive to January 1, 2026**, all bargaining unit employees shall receive a General Wage Increase adjustment of three percent (3%).

**Effective and retroactive to January 1, 2026**, the following classifications will also receive a market rate increase as noted below. An additional Step 5 will be added to the classification of Buyer, Senior.

Classification	2026 Market Increase
Business Analyst I	1%
Business Analyst II	3%
Business Analyst III	3%
Buyer	5%
Buyer, Senior	5%
Communication Services Technician	3%
Computer Support Technician	3%
Fleet Services Support Tech	3%
Graphic Arts Specialist	1%
Graphic Arts Specialist, Lead	1%
Information Technology Analyst	3%
Information Technology Analyst, Senior	1%
Information Technology Analyst, Senior Technical	3%
Information Technology Analyst, Principal Technical	1%
Information Technology Helpdesk Specialist	3%
Integration Developer	1%
Vehicle Parts Assistant	3%
Warehouse Technician	3%
Warehouse Technician, Senior	3%
Web Developer	3%

Effective January 1, 2027, all bargaining unit employees shall receive a General Wage Increase adjustment of three percent (3%).

Effective January 1, 2028, all bargaining unit employees shall receive a General Wage Increase adjustment of three percent (3%).

***Wage Increase Fiscal Impact***

Fiscal Impact Area	FTE	2026 Incremental Expense	2027 Incremental Expense	2028 Incremental Expense	Total Incremental Expense
General Fund	9.0	\$81,022	\$121,317	\$163,341	\$365,680
General Fund Supported	1.0	\$9,044	\$12,328	\$15,710	\$37,082
Environmental Services	134.0	\$1,623,622	\$2,245,405	\$2,899,271	\$6,768,298
All Other General Government	10.0	\$105,846	\$150,533	\$196,884	\$453,262
Tacoma Public Utilities	42.0	\$421,816	\$586,223	\$755,299	\$1,763,338
<b>Total</b>	<b>196.0</b>	<b>\$2,241,350</b>	<b>\$3,115,806</b>	<b>\$4,030,505</b>	<b>\$9,387,660</b>

**LONGEVITY PAY**

Employees in the following classifications will be eligible for longevity pay per Ordinance 20938 on January 1, 2026: Critical Areas Biologist; Critical Areas Biologist, Senior; Critical Areas Biologist, Principal; Planner, Associate; Planner, Senior; and Planner, Principal.

The following is the cost of longevity pay on the contracted wages for the employees currently in the affected classifications:

Fiscal Impact Area	FTE	2026 Incremental Expense	2027 Incremental Expense	2028 Incremental Expense	Total Incremental Expense
General Fund	1.5	\$16,800	\$19,000	\$26,100	\$61,900
All Other General Government	7.5	\$49,400	\$53,800	\$53,700	\$156,900
<b>Total</b>	<b>9.0</b>	<b>\$66,200</b>	<b>\$72,800</b>	<b>\$79,800</b>	<b>\$218,800</b>

**FUNDING**

The incremental increases are partially included in the Adopted 2025-2026 Budget and will be incorporated into the 2027-2028 Proposed Biennial Budget. Departments will be responsible for adhering to their overall level of appropriation.

Cc: Tammy Liddle Lobban, Financial Services Manager  
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