



**To:** Hyun Kim, Interim City Manager

**From:** Teresa Green, Budget Officer

**Date:** **February 24, 2026**

**Subject:** **Fiscal Impact of 483 Clerical LOA - New Retirement Specialist, Senior Classification**

**Overview**

The City of Tacoma and the International Brotherhood of Electrical Workers Local 483 Clerical bargaining unit have reached a tentative agreement for a Letter of Agreement. The City and the Union are Parties to a Collective Bargaining Agreement, effective January 1, 2024, through December 31, 2026.

The Parties have agreed to create a new classification entitled “Retirement Specialist, Senior.” The rate of pay for the Retirement Specialist, Senior will be ten percent (10%) above the rate of pay of the Retirement Specialist (05470) established in the CBA for 2026 (effective January 1, 2026).

<b>2026 – Retirement Specialist, Senior Rate of Pay (effective January 1, 2026)</b>						
<b>Code</b>	<b>Classification</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
05480	Retirement Specialist, Senior	36.00	37.80	39.69	41.67	43.75

The Retirement Specialist, Senior will be classified, overtime category “A”, and FLSA non-exempt. All other terms and conditions for the Retirement Specialist, Senior classification will be consistent with the current CBA.

**Fiscal Impact**

The fiscal impact is indeterminable and will be reviewed by staff as positions are reclassified into the new classification. Departments are responsible for adhering to their overall level of appropriation.

**Cc:** Dylan Carlson  
 Karen Short  
 Jennifer Watts  
 Mayra Wheelock  
 Sophia Keskey