LETTER OF AGREEMENT

Between

THE CITY OF TACOMA

and the

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 483 CLERICAL UNIT

Date: _____

The City of Tacoma ("City") and the International Brotherhood of Electrical Workers Local 483 Clerical Unit ("Union"), enter into this Letter of Agreement ("LOA"). The City and the Union (together, the "Parties") are party to a Collective Bargaining Agreement, effective January 1, 2024, through December 31, 2026 ("CBA").

The City has determined to create a new classification entitled "Retirement Specialist, Senior".

The Parties agree that:

1. This LOA will become effective upon approval by the Tacoma City Council.

2. Employees in the newly created classification of Retirement Specialist, Senior (05480) will be represented by the Union for the purposes of collective bargaining.

3. 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).

4. The Retirement Specialist, Senior will be classified, overtime category "A", and FLSA non-exempt.

5. All other terms and conditions for the Retirement Specialist, Senior classification will be consistent with the current CBA.

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

The Parties intend to incorporate the Retirement Specialist, Senior classification into the successor agreement to the current CBA at the next collective bargaining opportunity, at which time this LOA will terminate. This LOA is not to be used as precedent with respect to other collective bargaining agreements in other divisions or departments of the City or any other union.

For the City

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Hyun Kim Date
City Manager

For the Union

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Byron Allen Date
Business Manager

_____

Linnaea Jablonski Date
Human Resources Director

_____

Dylan Carlson Date
Division Manager, Labor Relations

Approved as to form:

_____

Mike Smith Date
Deputy City Attorney