



**To:** Hyun Kim, Interim City Manager  
**From:** Teresa Green, Budget Officer  
**Date:** **March 3, 2026**  
**Subject:** **Fiscal Impact of 483 Clerical LOA - New Safety Specialist 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 "Safety Specialist." The 2026 rate of pay for the Safety Specialist will be aligned to one hundred percent (100%) of the 2026 rate of pay for the Human Resources Specialist (CSC 11140) established in the 483 Human Resources Unit (2025-2027) collective bargaining agreement.

2026 – Safety Specialist Rate of Pay (effective January 1, 2026)							
Code	A	Classification	Step 1	Step 2	Step 3	Step 4	Step 5
TBD		Safety Specialist	36.80	38.64	40.57	42.60	44.73

The Safety Specialist will be classified, overtime category "A", and FLSA non-exempt. All other terms and conditions for the Safety Specialist 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, Labor Relations Division Manager  
 Jennifer Watts, Labor Relations Analyst  
 Karen Short, Senior Human Resources Consultant  
 Vanessa Peterson, Senior Human Resources Consultant  
 Mayra Wheelock, Financial Services Manager  
 Sophia Keskey, Financial Services Analyst



**To:** Hyun Kim, Interim City Manager  
**From:** Teresa Green, Assistant Finance Director/Budget Officer  
**Date:** March 26, 2026  
**Subject:** Fiscal Impact of 117 Tacoma Venues & Events Successor Collective Bargaining Agreement

**OVERVIEW**

A Tentative Agreement has been reached between the City of Tacoma and the Local 117 Tacoma Venues & Events bargaining unit for a successor Collective Bargaining Agreement (CBA) effective January 1, 2026 to December 31, 2028.

**WAGES**

**2026**

**Effective and retroactive January 1, 2026**, all bargaining unit members will receive a General Wage Increase of three percent (3%). In addition, the following Market Rate wage increases will be applied:

Market Adjustments Effective January 1, 2026	
TVE Custodian	7%
TVE Electrician	7%
TVE HVAC Mechanic	7%
TVE HVAC Mechanic II	Indexed 10% above Electrician
TVE Maintenance Chief I	Indexed 10% above Electrician
TVE Maintenance Chief, Assistant	Indexed 20% below Maint. Chief I
TVE Maintenance Worker I	6%
TVE Maintenance Worker II	6%

**2027**

**Effective January 1, 2027**, all bargaining unit members will receive a General Wage Increase of three percent (3%). In addition, the following Market Rate wage increases will be applied:

Market Adjustments Effective January 1, 2027	
TVE Custodian	1%
TVE Electrician	New Additional Top Step
TVE HVAC Mechanic	New Additional Top Step
TVE HVAC Mechanic II	New Additional Top Step
TVE Maintenance Chief I	New Additional Top Step
TVE Maintenance Chief, Assistant	New Additional Top Step



TVE Maintenance Worker I	1%
TVE Maintenance Worker II	3%

**2028**

Effective January 1, 2028, all bargaining unit members will receive a General Wage Increase of three percent (3%). In addition, the following Market Rate wage increases will be applied:

Market Adjustments Effective January 1, 2028	
TVE Custodian	-
TVE Electrician	1%
TVE HVAC Mechanic	1%
TVE HVAC Mechanic II	1%
TVE Maintenance Chief I	1%
TVE Maintenance Chief, Assistant	1%
TVE Maintenance Worker I	-
TVE Maintenance Worker II	1%

**Wage Increase Fiscal Impact**

Fund/Department	FTE	2026 Incremental Increase	2027 Incremental Increase	2028 Incremental Increase	Total Incremental Increase
General Fund Supported	29	\$351,500	\$474,200	\$583,000	\$1,408,700
<b>Total</b>	<b>29</b>	<b>\$351,500</b>	<b>\$474,200</b>	<b>\$583,000</b>	<b>\$1,408,700</b>

**CLOTHING ALLOWANCE**

**Proration**

Employees hired during the year of this collective bargaining agreement will get a receive a quarterly proration of the annual \$200 stipend (e.g. an employee hired in May will receive \$150). This is a change from the previous agreement in which employees hired partway through the year would receive half of the stipend or \$100.

**Proration Fiscal Impact**

The fiscal impact is indeterminant and will be reviewed by staff as employees are hired.

**Replacement of Clothing and Shoes**

The stipend for replacing damaged and unserviceable clothing or shoes increased from \$100 to \$200.



***Clothing Replacement Fiscal Impact***

Fund/Department	FTE	2026 Incremental Increase	2027 Incremental Increase	2028 Incremental Increase	Total Incremental Increase
General Fund Supported	29	\$2,900	\$2,900	\$2,900	\$8,700
<b>Total</b>	<b>29</b>	<b>\$2,900</b>	<b>\$2,900</b>	<b>\$2,900</b>	<b>\$8,700</b>

**TOTAL FISCAL IMPACT**

Fund/Department	FTE	2026 Incremental Increase	2027 Incremental Increase	2028 Incremental Increase	Total Incremental Increase
General Fund Supported	29	\$354,400	\$477,100	\$585,900	\$1,417,400
<b>Total</b>	<b>29</b>	<b>\$354,400</b>	<b>\$477,100</b>	<b>\$585,900</b>	<b>\$1,417,400</b>

**FUNDING FOR 2025-2026**

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

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