



TACOMA PUBLIC UTILITIES
 3628 South 35th Street
 Tacoma, Washington 98409-3192

To: Andy Cherullo, Finance Director
 From: Alex Yoon, Deputy Director of Administration, Management Services
 Date: January 23, 2026
 Subject: Fiscal Impact of Local 117 Teamsters General LOA New Hydro Park Aide Classification.

Background:

The City of Tacoma and the Teamsters Local Union No. 117 General 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, 2023, through December 31, 2025.

The City has determined to create a new classification entitled “Hydro Park Aide”.

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

The resulting wage tables for the new classification will be as follows:

		2025 – Rate of Pay			2026 – Rate of Pay			
Code	A	Job Title	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
50050		Hydro Park Aide	\$21.70	\$22.79	\$23.93	\$22.35	\$23.92	\$25.12

Fiscal Impact:

Incremental Impact of New Classification				
Department & Fund	Classification	Budgeted FTE Change	Rate of Pay Change	2026 Impact
Tacoma Public Utilities				
4700 Power	Hydro Park Aide (50050)	-	\$0.68	\$1,683

The impact of the unplanned adjustment in 2026 will be absorbed by the respective department.

Concur:


 Jackie Flowers, Director of Utilities, CEO





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).

2026 – Retirement Specialist, Senior Rate of Pay (effective January 1, 2026)						
Code	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 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