

LETTER OF AGREEMENT

By and Between

CITY OF TACOMA

And

LOCAL 120 – GENERAL UNIT

Buyer, Senior Step 5 Implementation

Effective Date: _____

The City of Tacoma (the “City”) and WSCCCE Council 2 Local 120 – General Unit (the “Union”), collectively (the “Parties”) enter into this Letter of Agreement (“LOA”).

I. Background:

- a. On February 12, 2026, the Parties reached a tentative agreement on a successor collective bargaining agreement, effective January 1, 2026, through December 31, 2028 (“CBA”). The CBA was ratified by the Tacoma City Council on June 2, 2026.
- b. During the collective bargaining process, the Parties agreed that the classification of Buyer, Senior (CSC #03070) would have a Step 5 added to the salary scale which had previously consisted of only four (4) steps. This Step 5 would be added on the top of the pay scale at the standard five percent (5%) above the current top step.
- c. It was discussed during the January 22, 2026, bargaining session that implementation of the new Step 5 for the Buyer, Senior classification would be retroactive to January 1, 2026. Specifically, those employees who had been at Step 4 for longer than one (1) year would move to Step 5 on January 1, 2026.
- d. Although discussed at the bargaining table, the specifics of the implementation of this new step was inadvertently excluded from the CBA. The parties wish to clarify and remedy that error.
- e. The Parties have separately agreed that the classification of Buyer, Senior (CSC #03070) will be renamed Contracting and Procurement Specialist, Senior (CSC #03070). This recitation is included in this LOA for clarity and has no impact on the implementation of this LOA.

II. Agreement:

- a. In recognition of the agreement of the Parties at the bargaining table, the City agrees to move those employees in the classification of Buyer, Senior who have been at Step 4 for longer than one (1) year to Step 5 retroactive to January 1, 2026.

This Letter of Agreement shall be effective with retroactive implementation as expressly described herein. This Agreement shall not establish precedent for this, or any other, City of Tacoma department or bargaining unit.

For WSCCCE Council 2 Local 120

For the City of Tacoma

Chuck Speece
Business Agent

Date

Hyun Kim	Date
City Manager	

Linnaea Jablonski
Human Resources Director

Dylan Carlson
Labor Relations Division Manager

Date _____

Andy Cherullo
Finance Director

Date

APPROVED AS TO FORM

Mike Smith
Deputy City Attorney

Date