



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.

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