

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 “Safety Specialist”.

The Parties agree that:

1. Employees in the newly created classification of Safety Specialist (CSC 05510) will be represented by the Union for the purposes of collective bargaining.
2. The 2026 rate of pay for the Safety Specialist (see TABLE 1 below) will be aligned to one hundred percent (100%) of the 2026 rate of pay for the Human Resources Specialist (CSC 11140), comprised of five (5) pay steps ranging from \$36.80-\$44.73.
3. The 2026 rate of pay for the new Safety Specialist will be effective upon Tacoma City Council approval. Any adjustments to the rate of pay for the Safety Specialist beyond December 31, 2026, will be negotiated by the Parties in the successor collective bargaining agreement to the current CBA.
4. The Safety Specialist will be classified, overtime category “A”, and FLSA non-exempt.
5. All other terms and conditions for the Safety Specialist classification will be consistent with the current CBA.
6. This LOA will become effective upon approval by the Tacoma City Council.

TABLE 1 – 2026 – Safety Specialist Rate of Pay*							
Code	A	Classification	Step 1	Step 2	Step 3	Step 4	Step 5
05510		Safety Specialist	36.80	38.64	40.57	42.60	44.73

**Effective upon Tacoma City Council approval.*

The Parties intend to incorporate the Safety Specialist 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

For the Union

Hyun Kim
City Manager

Date

Byron Allen
Business Manager

Date

