



TO: Hyun Kim, Interim City Manager
FROM: Teresa Green, Budget Officer
DATE: February 18, 2026
SUBJECT: Fiscal Impact – Local 483 Human Resources 2025-2027 Successor Collective Bargaining Agreement

OVERVIEW

A Tentative Agreement has been reached between the City of Tacoma and the IBEW, 483 Human Resources bargaining unit for a successor Collective Bargaining Agreement (CBA) effective January 1, 2025, to December 31, 2027.

WAGES

Effective and retroactive to January 1, 2025, all classifications shall receive a two and three-quarter percent (2.75%) general wage increase. In addition, the following market adjustments shall be applied to the applicable classification:

- Human Resources Assistant: 3.00%
- Human Resources Specialist: 1.25%
- Human Resources Analyst: 3.50%

Effective and retroactive to January 1, 2026, all classifications shall receive a three percent (3.00%) general wage increase.

Effective January 1, 2027, all classifications shall receive a three percent (3.00%) general wage increase.

Fund/Department	FTE	2025 Incremental Expense	2026 Incremental Expense	2027 Incremental Expense	Total Incremental Expense
All Other General Government	25.0	\$137,300	\$228,100	\$314,800	\$680,200
Total	25.0	\$137,300	\$228,100	\$314,800	\$680,200

ONE-TIME LUMP SUM SIGNING BONUS

A one-time lump sum contract signing bonus shall be paid to each regular Human Resources Assistant, Human Resources Specialist, and Human Resources Analyst employed by the City on the date of City Council approval and effective as soon as practicable following City Council approval of this agreement in the following amounts:

- Human Resources Assistant: \$1,000
- Human Resources Specialist: \$1,000
- Human Resources Analyst: \$2,250

Classification	FTE	2026 Expense	Total Expense
Human Resources Assistant	3.0	\$3,000	\$3,000
Human Resources Specialist	13.0	\$13,000	\$13,000
Human Resources Analyst	9.0	\$20,250	\$20,250
Total	25.0	\$36,250	\$36,250

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.

- Cc: Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant
Jen Watts, Labor Relations Analyst
Mayra Wheelock, Financial Services Manager
Sophia Keskey, Financial Services Analyst