

# LETTER OF AGREEMENT

Between  
**The City of Tacoma**  
And  
**Teamsters, Local 117 – General Unit**

Date: \_\_\_\_\_, 2023

The City of Tacoma (the “City”) and Teamsters, Local 117 – General Unit (the “Union”), collectively (“the Parties”) enter into this Letter of Agreement (“LOA”).

The Parties agree that employees in the newly created classification of “Tax & License Compliance Officer, Lead” (CSC 05270) will be represented by the Union for the purposes of collective bargaining.

The Parties agree to the following regarding rates of pay for the newly created classification.

TAX & LICENSE COMPLIANCE OFFICER, LEAD 2022* RATES OF PAY							
Code	A	Classification	1	2	3	4	5
05270		Tax & License Compliance Officer, Lead **	\$40.10	\$42.10	\$44.22	\$46.43	\$48.75
* The Parties are currently in collective bargaining for a successor agreement to the 2019-2022 CBA. **The Parties agree that the Tax & License Compliance Officer, Lead will be compensated at 110% of the Tax & License Compliance Officer hourly rate of pay.							

The new classification will be classified, overtime category “A”, and FLSA non-exempt.

The Parties are currently in collective bargaining for a successor agreement to the 2019-2022 CBA. It is the intent of the Parties to adhere to the terms and conditions of this LOA during the collective bargaining process, and to incorporate these terms and conditions into a successor CBA if the LOA is fully executed prior to the ratification of a successor CBA. If the LOA is not fully executed prior to the ratification of a successor CBA, the Parties agree to incorporate the terms and conditions of the LOA into the next successor CBA, at which time, the 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 of Tacoma**

**For the Teamsters, Local 117 – General Unit**

\_\_\_\_\_  
Elizabeth Pauli Date  
City Manager

\_\_\_\_\_  
John Scearcy Date  
Secretary-Treasurer

\_\_\_\_\_  
Shelby Fritz Date  
Human Resources Director

\_\_\_\_\_  
Dylan Carlson Date  
Division Manager, Labor Relations

Approved as to form:

\_\_\_\_\_  
Cheryl Comer Date  
Deputy City Attorney