



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Senior Labor Relations Manager  
Karen Short, Senior Human Resources Analyst, Human Resources  
Shelby Fritz, Director, Human Resources  
Kari Louie, Senior Compensation & Benefits Manager  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize execution of a Letter of Agreement with the Teamsters Local Union No. 117, Tacoma Venues and Events (TVE) Unit – October 25, 2022  
**DATE:** October 7, 2022

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**SUMMARY AND PURPOSE:**

A resolution authorizing execution of a Letter of Agreement with the Teamsters Local Union No. 117, Tacoma Venues and Events Unit, regarding wages for the classification of Tacoma Venues and Events Maintenance Chief.

**BACKGROUND:**

The resolution authorizes execution of a Letter of Agreement negotiated with the Teamsters Local Union No. 117, Tacoma Venues and Events (TVE) Unit, regarding wages for the classification of Tacoma Venues and Events (TVE) Maintenance Chief.

The 2022 top step hourly rate of pay for the TVE Maintenance Chief is \$44.90. The 2022 top step hourly rate of pay for the TVE HVAC Mechanic II is \$45.55. Effective January 1, 2023, the collective bargaining agreement, adopted by Resolution 40908 on January 25, 2022, will equalize the top hourly rates of pay for both classifications at \$48.42, and they will remain equal for the remainder of the CBA.

The City conducted a recruitment for a second TVE Maintenance Chief position in July 2022, and has made a job offer to a City employee currently classified as a TVE HVAC Mechanic II. In the interest of harmonious labor relations, the Parties agree to expedite the previously negotiated timetable for bringing these two classifications into pay alignment. The parties agree that effective November 7, 2022, the TVE Maintenance Chief top step hourly rate of pay will increase to \$45.55, and remain at that rate through December 31, 2022, at which time the CBA's previously negotiated 2023 rates of pay will take effect.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the Teamsters Local Union No. 117, TVE Unit, and has been bargained in good faith.

**2025 STRATEGIC PRIORITIES:**

**Economy/Workforce:** Moderate Opportunity

**Explain how your legislation will affect the selected indicator(s).**

This legislation supports the responsible and sustainable management of City funds.



**ALTERNATIVES:**

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Letter of Agreement	N/A	unknown

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council by resolution is required to authorize execution of the Letter of Agreement with the Teamsters Local Union No. 117, TVE Unit.

**FISCAL IMPACT:**

Department Directors will be responsible for adhering to their overall levels of appropriation.

**What Funding is being used to support the expense?**

Participating departments will be responsible for continuing costs.

**Are the expenditures and revenues planned and budgeted in this biennium's current budget?**

Yes

**Are there financial costs or other impacts of not implementing the legislation?**

No

**Will the legislation have an ongoing/recurring fiscal impact?**

YES

**Will the legislation change the City's FTE/personnel counts?**

No

**ATTACHMENTS:**

- Letter of Agreement
- Fiscal Impact Memorandum