

**LETTER OF AGREEMENT**

**Between**

**THE CITY OF TACOMA**

**and the**

**TEAMSTERS LOCAL UNION NO. 117 GENERAL UNIT**

Date: \_\_\_\_\_, 2025

The City of Tacoma (“City”) and Teamsters Local Union No. 117 General Unit (“Union”), collectively (the “Parties”) enter into this Letter of Agreement (“LOA”). The City and the Union are parties to a Collective Bargaining Agreement, effective January 1, 2023, through December 31, 2025 (“CBA”), and are currently in collective bargaining for a successor agreement.

The City has determined to create a new classification entitled “Hydro Park Aide”.

1. The Parties agree that employees in the classification of Hydro Park Aide (CSC TBD) will be represented by the Union for the purposes of collective bargaining.
2. The Parties further agree that for the purposes of calculating the 2026 rates of pay, the 2025 Step 3 rate of pay will be \$23.93/hour. For 2026, and any additional years of the successor agreement, the 2025 Step 3 rate of pay for the Hydro Park Aide will be adjusted by the same percentage (general wage increase and/or any market-based increase, if any) agreed to by the Parties for the Laborer (CSC 50010) classification for 2026 and any additional years of the successor agreement.
3. The Hydro Park Aide will be classified, overtime category “A”, and FLSA non-exempt. All other terms and conditions for the Hydro Park Aide classification will be consistent with the current CBA.

<b>2026 – Hydro Park Aide Rate of Pay</b>					
<b>Code</b>	<b>A</b>	<b>Classification</b>	<b>Step 1*</b>	<b>Step 2*</b>	<b>Step 3**</b>
TBD		Hydro Park Aide	TBD	TBD	TBD
<p><i>**The Step 3 rate of pay for 2026, and any remaining years of the successor agreement, will be calculated by Human Resources consistent with paragraph 2 of this LOA.</i></p> <p><i>*For 2026, and any remaining years of the successor agreement, Steps 1 and 2, will be calculated by Human Resources consistent with applicable sections of the Tacoma Municipal Code.</i></p>					

The Parties intend to incorporate the Hydro Park Aide classification into the successor agreement to the current CBA at the next collective bargaining opportunity, at which time this LOA will terminate.

This LOA will be effective after Tacoma City Council approval, and 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

