## Letter of Agreement By and Between CITY OF TACOMA And TEAMSTERS LOCAL UNION NO. 117 Affiliated with the International Brotherhood of Teamsters Effective Date: August 14, 2018

## Subject: <u>Application of Rate – Animal Control & Compliance Officer Classification –</u> <u>Tacoma Police Department</u>

The City of Tacoma Police Department (TPD) and Teamsters Local Union 117 (Union) (collectively, the Parties) enter into this Letter of Agreement (LOA).

TPD has identified a need to have specialized, formal training provided by certain qualified bargaining unit employees in the Animal Control & Compliance Officer (ACCO) classification. To meet this need, the Parties agree that effective on the first date of the next pay cycle following ratification of this LOA by both parties, the following application of rate shall apply to the ACCO classification:

An Animal Control & Compliance Officer will receive an additional three percent (3%) above their base rate of pay per each hour when assigned by a Supervisor and performing the following specific tasks: (1) training other Animal Control & Compliance Officers; (2) developing training plans; and/or (3) participating in the evaluation process for the training provided. Selected employees must have the necessary skill and training to perform these tasks. Employees on modified status are not eligible for this premium.

Nothing in this LOA is intended to be used as a precedent for future contract negotiations or other similar matters. This LOA is effective as of August 14, 2018, and will continue as long as the current 2015-2018 Collective Bargaining Agreement is in effect.

For Teamsters Local No. 117:		For the City of Tacoma:	
John Scearcy Secretary-Treasurer	Date	Donald Ramsdell Police Chief	Date
		Elizabeth Pauli City Manager	Date
		Dylan Carlson Senior Labor Relations Manager	Date
		Approved as to form:	
		Cheryl Comer Deputy City Attorney	Date