

**Letter of Agreement
By and Between
CITY OF TACOMA
And
DISTRICT LODGE #160
ON BEHALF OF LOCAL LODGE #297 OF THE IAM AND AW (GENERAL UNIT)
Effective Date: _____**

Subject: Opportunity for Certain WWTP Assistants to Promote to WWTP Maintenance Technician

The City of Tacoma (City) and District Lodge #160 on Behalf of Local Lodge #297 of the IAM and AW (General Unit) (Union) (collectively, the Parties) enter into this Letter of Agreement (LOA).

In keeping with its business interests, the City has created a new Waste Water Treatment Plant (WWTP) Maintenance Technician classification. This classification represents a promotional opportunity for employees in the WWTP Assistant classification. The WWTP Maintenance Technician classification includes a requirement that successful candidates obtain a valid Commercial Driver's License Class "B."

Therefore, the Parties agree to the following:

1. The new WWTP Maintenance Technician classification, that includes the 2019 salary range, is attached hereto as Exhibit A.
2. This LOA will be effective the first pay period following City Council approval (Effective Date).
3. Employees in the WWTP Assistant position on the Effective Date of the LOA (Applicable Employees) will be offered, in writing, an opportunity to promote to the WWTP Maintenance Technician job classification, at Step 2.
4. Applicable Employees will have ten business days from the date of the written offer to notify their Assistant Division Manager, in writing, that they wish to promote.
5. Applicable Employees who choose to promote will have until the end of their six month probation period in the WWTP Maintenance Technician position to obtain a valid Commercial Driver's License Class "B" (CDL), with maintenance thereafter.
6. The Parties agree that the WWTP Assistant assigned to the Warehouse on the Effective Date of this LOA may choose to promote to the WWTP Maintenance Technician job classification as described in the above Paragraphs (3) and (4) without having to obtain or maintain a CDL, for as long as they are assigned to the Warehouse.
7. With the exception of any WWTP Assistant assigned to the Warehouse on the Effective Date of this LOA as described in Paragraph 6 above, all other Applicable Employees who promote and successfully pass their probation but fail to obtain their CDL during their probation will remain at Step 2. This timeframe may be extended by mutual agreement.

Letter of Agreement
City of Tacoma and District Lodge 160 (General Unit)
Re: Opportunity for Certain WWTP Assistants
to Promote to WWTP Maintenance Technician
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Nothing in this LOA is intended to be used as a precedent for other similar matters.

For District Lodge #160 General:

Tommy Hunt Date
Business Representative

For the City of Tacoma:

Elizabeth Pauli Date
City Manager

Dylan Carlson Date
Senior Labor Relations Manager

Approved as to form:

Cheryl Comer Date
Deputy City Attorney