

**Letter of Agreement
Between
City of Tacoma
And
City of Tacoma Washington, City and Pierce County Employees
Local Number 120, AFSCME, AFL-CIO**

**Subject: UTS Technology
Date: September 26, 2016**

Advances in technology have presented opportunities for Labor & Management to consider opportunities for consolidation and the ability to leverage common platforms to serve multiple business needs. As the current technology landscape continues to evolve, Labor & Management will need to identify the necessary tools, processes and skill sets for employees that are vital to improving performance, reliability, business needs, and on-going operational efficiencies. As a result, Tacoma Power Utility Technology Section (UTS) desires to reduce redundant efforts and duplicative equipment by investing in a shared resource infrastructure and a new TPU Business LAN. UTS and Local 120 have worked together to understand anticipated technological changes in the utility business, the differences between information technology and operational technology, and the associated opportunities. Both parties are interested in continuing a collaborative working relationship and have agreed to the following:

1. UTS and Local 120 will work together through a labor management sub-committee to identify relevant training and/or certification opportunities related to current and future technologies necessary for their positions. With prior approval from management, and as part of a training and development plan, Local 120 employees within UTS may take training and/or certification courses. It is expected that satisfactory progress will be made towards completing the training and any fees related to training and/or certification testing will either be paid for by UTS or be reimbursed to the employee upon successful completion. Both parties recognize the benefits gained from the investment and commitment being made by UTS in employee training and that such investment is aimed at developing and maintaining highly skilled, competitive employees.
2. It is recognized that positions outside of the bargaining unit working on operational technology located at Tacoma Public Utilities, have been and will continue to perform and be assigned work that is similar in nature to work performed by classifications covered by Local 120. UTS and Local 120 will work together through labor management committee to identify opportunities for future efficiencies.
3. A new classification titled **Integration Developer** will be created with five (5) pay steps as follows:

1	2	3	4	5
44.06	46.25	48.56	50.99	53.54

The Integration Developer classification will be overtime eligible, in accordance with Article 12 of the collective bargaining agreement (CBA) and will be listed in Appendix A of the successor CBA. For technology systems utilized by TPU, UTS will designate the environments the Integrator classification will be assigned.

4. If after hours stand-by is required, UTS will establish a rotational stand-by list. Employees assigned to serve in a standby status will be compensated and so assigned consistent with Section 12.6 of the CBA. The standby schedule will include those individuals that are qualified,

demonstrate responsiveness and follow the appropriate after hour procedures. UTS will establish the minimum requirements necessary for employees to be eligible for stand-by. Employees on standby are expected to respond/call back to call within fifteen minutes. Processes and procedures will be established by UTS for handling after hour emergencies.

The parties will continue to work together to address issues and foster collaborative labor relations.

For WSCCCE, Local 120:

Dylan Carlson, Staff Representative

For the City of Tacoma:

Joy St. Germain, Human Resources Director

Chris Robinson, Power Superintendent

William A. Gaines, Utilities Director