Letter of Agreement
Between
City of Tacoma
Tacoma, Washington, City and Pierce County Employees Local Number 120,
of the Washington State Council of County and City Employees, AFSCME

Subject: Accretion of Communications Service Technician

This Letter of Agreement (LOA) is by and between the City of Tacoma (City), and the WSCCCE, AFSCME Local 120 (Union).

Employees in the classification of Communications Service Technician (12250) selected representation by Local 120 AFSCME for purposes of collective bargaining. This was certified by the Public Employment Relations Commission (PERC) on September 17, 2013.

It is hereby agreed that this classification is recognized as incorporated into and covered by the terms and conditions of the Local 120 AFSCME Unit Collective Bargaining Agreement. Further, the parties agree to the following:

- Effective September 4, 2014, the execution date of the Christie Agreement, wages for the Communications Service Technician will be increased by 1.2% pursuant to appendix A of the current collective bargaining agreement.
- Effective September 4, 2014, the execution date of the Christie Agreement, incumbents in the classification will be eligible for longevity pay, consistent with Appendix A of the current collective bargaining agreement
- All other applicable non-economic terms and conditions of the collective bargaining agreement will be effective as of September 17, 2013, the date of PERC certification to accrete the Communications Service Technician classification into the Local 120 AFSCME bargaining unit.
- The current 21 step non-rep pay range will be reduced to 6 steps consistent with the 120 pay matrix and will be added to the 120 wage table in Appendix A of the CBA. This will not affect the incumbent.

This LOA and the elements contained herein are not considered precedent setting. The LOA will expire upon ratification and executive of the Local 120 AFSCME agreement.

For AFSCME, Local 120

_____
Bill Keenan Date
Business Representative

For City of Tacoma

_____
Joy St. Germain Date
Human Resources Director

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Jack Kelanic Date
Director of Information Technology

_____
T.C. Broadnax Date
City Manager

Approved as to form:

_____
Cheryl Comer Date
Deputy City Attorney