

**Letter of Agreement  
Between  
City of Tacoma  
And  
International Federation of Professional  
And Technical Engineers, Local #17**

*Subject: 2013 Wages*

This agreement memorializes the tentative agreement which was reached on July 3, 2013, and ratified by the Union on July 19, 2013.

This Letter of Agreement amends the 2010-2014 Collective Bargaining Agreement between the City of Tacoma and the International Federation of Professional and Technical Engineers, Local 17. In lieu of a market survey process for 2013 wages, provided for in Article 17 of the agreement, the parties agree to the following:

Effective January 1, 2013 wages for all classifications, except those noted below, shall increase by 5.0%. This flat rate adjustment shall be in lieu of the market increase for 2013. The following shall also apply effective January 1, 2013:

1. All employees covered by this collective bargaining agreement shall receive a \$1000 lump sum payment.
2. The classification of Sewer Transmission System Maintenance Supervisor (CSC 50300) shall not receive an increase as it has been repurposed. Employees in the Sewer Transmission Maintenance Coordinator classification who are currently timecard upgrading to step 3 of CSC 50300 will be placed at step 4 at the time of promotion and be eligible for step increase consideration six months following promotion.
3. The parties agree to meet and discuss the Radiation Safety Officer matter separately.
4. The following classifications will have title changes:
  - a. Lab Technician (CSC 31040) shall be Lab Assistant
  - b. Environmental Lab Analyst (CSC 31050) shall be Environmental Lab Scientist II
  - c. Environmental Lab Analyst, Senior (CSC 31060) shall be Environmental Lab Scientist III
5. The new classification of Environmental Lab Scientist I shall be created and the top step shall be set equally between the top step of the Lab Assistant and Environmental Lab Scientist II.
6. Effective 3/7/2013 wages for the Collection Systems Worker classification shall increase by 5.0%. The following additional lump sums will be applied as a non-precedent setting settlement:
  - a. Ramiro Sanchez and Michael Roper = \$365.00 each
  - b. David Waller = \$550.00
  - c. Effective 3/7/2013 any applicable longevity will be applied.
  - d. The Union agrees to drop the grievance on this matter.

