

**Letter of Agreement
By and Between
The City of Tacoma and IFPTE, Local 17**

Subject: EIT Waiver

The parties agree that this Letter of Agreement will be an addendum to the 2004-2006 collective bargaining agreement.

Effective January 1, 2004, employees who hold an EIT Waiver from the State of Washington shall be eligible for five percent (5%) in certification pay during the term of this agreement. A maximum of five percent in certification pay may be earned.

This Letter of Agreement is entered into by the parties only to allow for an application of rate for employees holding an EIT waiver from the State of Washington. It is not to be used as a precedent with respect to any other contracts for any other Sections or Divisions in any Department represented by this Union or other employees employed by the City of Tacoma and represented by any other Union. This Letter of Agreement will expire with the adoption of a successor collective bargaining agreement.

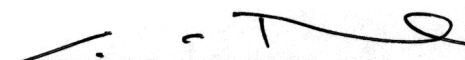
For the City of Tacoma:

For IFPTE, Local 17:




Human Resources Director

6-25-04
Date



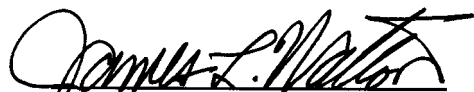
Union Representative

6-9-04
Date



Director of Utilities

7-2-04
Date



City Manager

7/9/04
Date

ORIGINAL