



City of Tacoma
Human Resources Department

October 12, 2011

Roberta Burnett, Union Representative
Professional & Technical Employees, Local 17
2900 Eastlake Ave East, #300
Seattle, WA 98102

Re: Offer Letter – Local 17 PTE
2011 - 2014 Collective Bargaining Agreement

Dear Ms. Burnett: *Roberta,*

The purpose of this letter is to outline the agreements that Local 17 Professional and Technical Employees and the City of Tacoma achieved during our recent collective bargaining. On behalf of the Management bargaining team, I want to relay my sincere appreciation for the professional, respectful, good faith bargaining demonstrated by all of the members of your team. I am confident we have reached a mutually beneficial agreement.

A legislative style version of our tentatively agreed collective bargaining agreement is enclosed. If you discover any inadvertent errors or omissions or have concerns about the agreements in the document, please contact me before your ratification meeting. Only those items that are identified in the legislative form will be considered as part of the agreed to changes to this contract. Any other language changes will be considered as typographical errors and shall be corrected to their original forms as they appear in the 2008 – 2010 agreement.

The agreement is for a four-year term with zero wage increases for 2011 and 2012. Wages for 2013 will be an amount determined by the agreed to 2010 Market Study comparables utilizing 2012 wages, and wages for 2014 will be increased by 100% of CPI-W Seattle-Tacoma Area, all items, measured from June of 2012 to June of 2013 with a minimum increase of 2% and a maximum increase of 4%.

The following classification titles were added to the agreement:

- (2403) Chief Surveyor, Assistant PLS
- (2401) Chief of Party, PLS
- (2043) Construction Manager (overtime exempt)
- (3104) Lab Technician
- (0071) Parking Enforcement Officer, Lead
- (2109) Road Use Compliance Supervisor
- (5030) Sewer Transmission Systems Maintenance Supervisor
- (0626) Senior Source Control Representative

The following classification title changes were made:

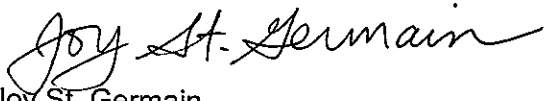
- (3105) WWTP Lab Analyst title changed title to Environmental Lab Analyst
- (3106) WWTP Lab Analyst, Senior title changed to Environmental Lab Analyst, Senior

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And the following classifications were deleted:
(2024) Distribution Engineering Technician II
(2007) Residential Plans Examiner
(2000) Survey Technician I
(2022) Water Quality Technician

I appreciate your bargaining team's intent to offer a do-pass recommendation for this package. If you have any questions or concerns, please feel free to contact me at 591-2060. Thank you very much.

Sincerely,

A handwritten signature in black ink that reads "Joy St. Germain". The signature is written in a cursive style with a large initial "J".

Joy St. Germain
Human Resources Director

Enclosure

CC: John Dryer, Labor Relations Manager
Mike Brock, Labor Negotiator
Management Bargaining Team Members