

**Memorandum of Understanding
Between
City of Tacoma
and
International Federation of Professional
and Technical Engineers, Local #17**

In order to settle the Chad Norman (Grievant) grievance, the City of Tacoma (City) and the International Federation of Professional and Technical Engineers, Local #17 (Union) agree to the following:

1. Grievant shall be compensated for one hundred and eight (108) hours at the High Pay rate minus any amount already paid. (It is understood that Grievant must produce documentation of such hours worked)
2. This settlement is not precedent setting for the City and the Union, except that, for the remainder of this contract period (2008 – 2010) the Union agrees that the new High Pay standard as created by the City Manager shall apply in the Public Works Department and is as follows:

When an employee is working 75 feet or higher above ground and a potential fall hazard exists that requires the employee to wear personal fall protection equipment in accordance with applicable safety regulations, an exceptional hazard shall be recognized and compensation shall be paid, as specified under Tacoma Municipal Code 1.12.170.

3. The Union reserves the right to raise this issue or any other issue as part of negotiations while knowing that the new High Pay standard shall remain in place until or unless a subsequent agreement is reached that alters this standard.

FOR THE CITY:

FOR THE UNION:

Joy M. St. Germain 3/5/2010
Joy M. St. Germain Date
Human Resources Director

Carrie E. Blackwood 2-23-2010
Carrie E. Blackwood Date
Union Representative

Richard E. McKinley 8 Mar 2010
Richard E. McKinley Date
Public Works Director

Eric A. Anderson 3/18/2010
Eric A. Anderson Date
City Manager

ORIGINAL