



## Final TA Document for L 17

This Letter of Agreement is entered into between the City of Tacoma (City) and the International Federation of Professional and Technical Engineers, Local 17 to memorialize agreements reached between the parties regarding the impacts of a classification compensation study. The wages will be adjusted as follows:

Job Code	Tacoma Job Title	CoT 2009 Top Step	2009 Actual Base 70th Market Hourly Rate (Will serve as top step of pay structure.)	2009 % Dif. From Actual Market 70th
5361	Animal Control & Compliance Supervisor	\$26.83	\$27.58	-2.8%
2101	Building Inspector	\$31.54	\$34.73	-10.1%
6010	Building Maintenance Supv	\$32.30	\$39.35	-21.8%
5202	Carpenter Crew Leader	\$30.43	\$32.99	-8.4%
2003	Chief of Party	\$31.54	\$33.19	-5.3%
New	Chief of Party, PLS	\$33.43	\$35.18	-5.3%
2006	Chief Surveyor	\$43.66	\$45.95	-5.3%
2005	Chief Surveyor, Asst	\$35.62	\$37.49	5.3%
New	Chief Surveyor, Asst , PLS	\$37.76	\$39.74	-5.3%
2102	Code Inspector Supervisor	\$36.87	\$40.06 (Parity with CMA)	-8.6%
5006	Community Svc Work Crew Leader	\$22.44	\$28.46	26.8%
5006C	Community Svc Work Crew Leader, +5%	\$23.56	\$29.87	26.8%
2015	Construction Inspector Asst	\$27.84	\$30.66	-10.1%
2016	Construction Inspector	\$31.54	\$34.73	-10.1%
2104	Construction Inspector Supervisor	\$36.87	\$40.06 (Parity with CMA)	8.6%
2045	Construction Manager, Associate	\$35.81	\$40.06	-11.9%
2024	Distribution Engineering Tech II <sup>1</sup>	\$35.92	No incumbents.	
2046	Engineering Construction Coordinator	\$35.12	\$39.29	-11.9%
2019	Engineering Instrumentation Tech	\$32.38	\$35.43	-9.4%
2021	Engineering Office Coordinator	\$32.38	\$35.43	-9.4%
2010	Engineering Technician I	\$23.89	\$26.14	-9.4%
2010	Engineering Technician II	\$27.20	\$29.76	-9.4%
2012	Engineering Technician III	\$29.97	\$32.79	-9.4%
2004	Engineering Technician IV	\$32.97	\$36.08	-9.4%

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Job Code	Tacoma Job Title	CoT 2009 Top Step	2009 Actual Base 70th Market Hourly Rate (Will serve as top step of pay structure.)	2009 % Dif. From Actual Market 70th
6020	Facilities Maintenance & Repair Supv	\$35.50	\$39.35	-10.8%
4209	Forensic Services Supervisor	\$37.90	\$41.35	-9.1%
5042	Grounds Maintenance Supv	\$34.56	\$39.51	-14.3%
2122	Inspector, Senior	\$33.43	\$36.82	-10.1%
2026	L I D Rep	\$32.64	\$35.71	-9.4%
2027	L I D Rep, Senior	\$38.43	\$42.04	-9.4%
5018	Land Fill Supervisor	\$35.50	\$39.51	-11.3%
2119	Mechanical Inspector	\$31.54	\$34.73	-10.1%
5206	Painter Crew Leader	\$29.49	\$30.18	-2.3%
0070	Parking Enforcement Officer	\$23.77	\$22.59	5.0%
New	Parking Enforcement Officer, Lead	New	\$23.72*	*105% of Parking Enforcement Officer
0072	Parking Enforcement Supervisor	\$25.90	\$29.51	-13.9%
2008	Permit Specialist	\$26.35	\$28.83	-9.4%
2009	Permit Specialist, Senior	\$29.88	\$32.69	-9.4%
0035	Real Estate Specialist	\$23.50	\$26.75	-13.8%
0401	Real Estate Specialist, Senior	\$32.38	\$35.69	-10.2%
2007	Residential Plans Examiner- <sup>1</sup>	\$29.88	No incumbents	
2108	Road Use Compliance Officer	\$25.88	\$29.51	-13.9%
New	Road Use Compliance Officer Supervisor	28.47	\$32.46	-13.9%
5028	Sewer Trans Sys Maintenance Coordinator	\$32.30	\$35.19	-8.9%
New	Sewer Trans Sys Maintenance Supervisor	New	\$39.51*	*110% of Coordinator
5017	Solid Waste Collection Supv	\$35.50	\$39.51	-11.3%
5037	Solid Waste Route Supervisor	\$32.30	\$35.92	-11.2%
0625	Source Control Representative <sup>4</sup>	\$31.40	\$32.18	-2.5%
New	Source Control Representative, Senior	New	\$35.40*	*110% of SCR.

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Job Code	Tacoma Job Title	CoT 2009 Top Step	2009 Actual Base 70th Market Hourly Rate (Will serve as top step of pay structure.)	2009 % Dif. From Actual Market 70th
5026	Street Maintenance Supv	\$34.56	\$39.51	-14.3%
2000	Survey Technician I <sup>1</sup>	\$22.86	No incumbents	
2001	Survey Technician II	\$24.18	\$25.45	-5.2%
2002	Survey Technician III	\$27.79	\$29.24	-5.2%
0613	Utility Services Rep I	\$26.35	\$28.83	-9.4%
0614	Utility Services Rep II	\$35.29	\$38.61	-9.4%
5345	Vehicle & Equip Shop Supv, Senior	\$35.50	No incumbents	
<del>2022</del>	<del>Water Quality Technician</del> <sup>4</sup>	\$32.38	No incumbents	
3105	WWTP Lab Analyst <sup>2</sup>	\$30.15	\$32.29	-7.1%
3106	WWTP Lab Analyst, Senior <sup>3</sup>	\$31.12	\$36.96	-18.8%
5107	WWTP Operations Supervisor <sup>4</sup>	\$36.99	\$45.89	-24.1%

**Footnotes:**

1. *Distribution Engineering Technician, Residential Plans Examiner, Survey Technician I, and Water Quality Technician: Delete unused classifications.*
2. *WWTP Lab Analyst: This class will be re-titled to Environmental Lab Analyst.*
3. *WWTP Lab Analyst, Sr.: This class will be re-titled to Environmental Lab Analyst, Senior.*
4. *WWTP Operations Supervisor: Wage increase retroactive to 7/1/2009*

**2. Wage Implementation:** The rules for implementation of the proposed market-based salary rate adjustments upon agreement are as follows]:

- A. **Retroactivity:** All adjustments shall be made retroactive to January 4, 2010, except for the classification title of WWTP Operations Supervisor, which will be retroactive to July 1, 2009 per Footnote 4 above.
- B. **Pay Ranges and Steps:** The top step of the current pay range for each class will be adjusted to the 70<sup>th</sup> percentile value of the market. The current number of steps in the pay range shall not change, and the percentage between steps shall continue to be at 5% increments or in accordance with current differential whichever is greater. All steps shall be recomputed off of the 70<sup>th</sup> percentile value.
- C. **No Loss In Pay:** No Employee will undergo a loss to base pay, including certification pay, as the result of the classification and compensation study.
- D. **Step Progression:** Employees who are placed in a-step in the adjusted range that is below the top step of the range shall be eligible to advance to the next automatic step on their anniversary date in accordance with current practice.

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- E. **Step Placement:** Employees will maintain their current step in the adjusted range unless their classification receives a greater than fifteen percent (15%) adjustment. If an employee's classification receives a greater than fifteen percent (15%) adjustment then the employee will be placed on the step on the adjusted range that provides the highest increase without exceeding fifteen percent (15%). If placing an employee on the first step on the adjusted range results in a greater than fifteen percent (15%) increase then said employee shall be placed on the first step of the new range even if it results in a greater than fifteen percent (15%) increase.
- F. **Rate Freeze:** Employees whose current total pay exceeds the top step of the adjusted range will be frozen at the current rate.
- G. **Certification Pay:** Individuals who are currently receiving certification pay will have the certification rate included as part of base pay. They will then be placed on the step of the adjusted range that includes their certification pay and puts them on an even step which provides the greatest increase without exceeding an increase of fifteen percent (15%) and without exceeding the top step of the adjusted range.
- i. An employee who is currently at top step and receiving two and a half percent (2.5%) certification pay shall receive a lump sum payment of one-thousand dollars (\$1000).
  - ii. An employee who is currently at top step and receiving five percent (5%) certification pay shall receive a lump sum payment of one-thousand and five-hundred dollars (\$1500).
  - iii. Employees who obtain one of the certifications being eliminated as part of this agreement shall have their 1/04/2010 step adjusted to reflect the certification as long as proof of such certification is delivered to their supervisor no later than March 31, 2010.
3. **New Classifications:** The City shall create the following new classifications and reallocate incumbents that are performing appropriate duties to the new classes. The proposed pay rates for these classes and their basis are included in the wage table above. The City will provide draft class specifications for the above-mentioned new classifications. New classes shall be represented by Union pursuant to Article 2 of the current collective bargaining agreement. The parties hereby agree to bargain over wages for said new classifications following review of the draft classification specifications by the Union:
- Chief of Party, PLS
  - Chief Surveyor, Asst, PLS
  - Parking Enforcement Officer, Lead
  - Road Use Compliance Supervisor
  - Sewer Transmission Maintenance Supervisor
  - Source Control Representative, Senior
  - Utility Service Representative\*: USR when assigned Lead will be time card upgraded to USR II for hours assigned.
4. **Misclassification:** No later than Wednesday, March 31, 2010, the Union will provide to the City a list of members who feel that they are improperly classified. The listed members, upon request by the City, will submit an updated Position Description Questionnaire (PDF) describing their current duties.

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5. **2010 Aging Factor "Me Too":** The City agrees Union members will be eligible to receive any adjustments to 2010 pay which may be awarded to any City of Tacoma represented unit or unrepresented group if, and only if, such pay adjustments are based on 2009 survey data adjusted to July 1, 2010 using an aging factor. Such adjustments do not include specific increases to 2010 pay from pre- existing language in any current collective bargaining agreement.
6. For classifications that remain subject to impacts to results of negotiations still in progress with other Unions, for example Community Service Work Crew Leader and Animal Control Supervisor, the parties agree to re-open impacted classifications for negotiations no later than 30 days after the completion of said negotiations.
7. **Modifications to Current Collective Bargaining Agreement:**
  1. It is understood as part of this agreement that Appendix A, Applications of Additional Rates, Appendix B, Applications of Additional Rates and Appendices C and D will be consolidated and revised as follows:

## APPENDIX A

### Application of Additional Rates

- A. 5020 Carpenter Crew Leader Hard Core Underground: A Carpenter Crew Leader required by his/her supervisor to work in hard core underground shall receive an additional three percent for the time actually worked underground with a two (2) hour minimum.
- ~~B. Certification Pay: All employees shall receive up to 5% of their based rate of pay for obtaining and maintaining certifications listed in Appendix C and Appendix D. Appendix C lists eligible certification for all employees. Appendix D lists additional eligible certifications for specific job classification. Employees are responsible for the cost of the certifications, including renewals; however tuition reimbursement may be approved, if appropriate. An employee shall be eligible for up to two (2) certifications paid at 2.5% each. Certification pay shall not exceed 5% of an employee's base rate of pay. For Building or Mechanical Inspectors, the first certification must be an ICC certification that supports the specific area of the employee's work.~~

~~Certifications may be added to the Appendices C and D with Management approval during the term of the Agreement. Employees may submit a written request to their supervisor or manager to have a certification added to Appendix C or D. The request shall include documentation of approximate or near equal difficulty and number of hours necessary to obtain the certification. Requests will be considered in good faith and denials will not be arbitrary or capricious.~~

### ~~C. Forensic Services Supervisor~~

~~A Forensics Services Supervisor possessing a B.A. or a Tacoma Community College Supervisory/Management Certification will receive an additional 5 percent.~~

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## APPENDIX B

### Application of additional rates

~~A. Certification Pay: All employees shall receive up to 5% of their based rate of pay for obtaining and maintaining certifications listed in Appendix C and Appendix D. Appendix C lists eligible certification for all employees. Appendix D lists additional eligible certifications for specific job classification. Employees are responsible for the cost of the certifications, including renewals; however tuition reimbursement may be approved, if appropriate. An employee shall be eligible for up to two (2) certifications paid at 2.5% each. Certification pay shall not exceed 5% of an employee's base rate of pay. For Building or Mechanical Inspectors, the first certification must be an ICC certification that supports the specific area of the employee's work.~~

~~Certifications may be added to the Appendices C and D with Management approval during the term of the Agreement. Employees may submit a written request to their supervisor or manager to have a certification added to Appendix C or D. The request shall include documentation of approximate or near equal difficulty and number of hours necessary to obtain the certification. Requests will be considered in good faith and denials will not be arbitrary or capricious.~~

~~B. 0613 A Utility Services Representative I when assigned lead duties shall receive an additional 5% percent of his/her base rate of pay.~~

~~C. 0614 A Utility Services Representative II certified under the law of the State of Washington as a Professional Engineer, shall receive an additional 9% percent of his/her base rate of pay.~~

~~D. 2003 A Chief of Party who obtains a Professional Land Surveyor license shall be paid an additional 6% of his/her base rate of pay. An incumbent who qualifies for the application of rate is ineligible to receive certification pay.~~

~~E. 2005 An Assistant Chief Surveyor who obtains a Professional Land Surveyor license shall be paid an additional 6% of his/her base rate of pay. An incumbent who qualifies for the application of rate is ineligible to receive certification pay.~~

A. 2016 Construction Inspector will receive the non-automatic step 6 rate of pay after completion of a) 5 years as a City of Tacoma Construction Inspector and 60 applicable educational credits after hire with the City, or b) after 15 years as a City of Tacoma Construction Inspector or c) upon management discretion. Each incumbent is responsible for developing his/her training/education plan jointly with the appropriate manager.

B. 2019 An Engineering Instrumentation Technician assigned lead responsibilities for two or more Instrumentation Technicians, CSC 2018, shall receive an additional 5 percent of his/her base rate for all hours so assigned.

C. 2019 An Engineering Instrumentation Technician, working in Public Works Resource Recovery, will receive an additional 5 percent application of rate over base wage based on working conditions.

D. 5006 A Community Services Work Crew Leader assigned to supervise one or more other Community Service Work Crew Leaders shall receive an additional 5% of his/her base rate of pay.

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- ~~J. 5028 A Sewer Transmission System Maintenance Coordinator when assigned lead will be paid the non-automatic step 6 rate of pay and will be eligible to advance to step 7 pursuant to step prograession procedures outlined in the Compensation Plan.~~
- ~~K. 2045 An Associate Construction Manager certified as a Certified Construction Manager through the Construction Manager Certification Institute or certified under the law of the State of Washington as a Professional Engineer, shall receive an additional 9% over his/her base rate of pay.~~
- ~~L. 2108 A Road Use Compliance Officer (CSC 2108) shall be paid an additional 10 percent over his/her regular rate of pay when assigned as supervisor.~~

### Appendix C

ICC Building Inspector  
ICC Electrical Inspector  
ICC Plumbing Inspector  
ICC Mechanical Inspector  
ICC Building Plans Examiner  
ICC Permit Technician  
ICC Property Maintenance & Housing Inspector  
ICC Commercial Energy Inspector  
ICC Commercial Energy Plans Examiner  
ICO Structural Masonry Special Inspector  
ICC Structural Steel and Bolting Special Inspector  
ICO Structural Steel & Welding Special Inspector  
ICC Prestressed Concrete Special Inspector  
ICC Reinforced Concrete Special Inspector  
ICC Certified Building Official  
ICC Electrical Plans Examiner  
ICC Mechanic Plans Examiner  
ICC Residential Plans Examiner  
ICC Zoning Inspector  
ICC Disaster Response Inspector  
ICC Accessibility Inspector/Plans Examiner  
ICC Residential Energy Inspector/Plans Examiner  
ICC Earthwork Construction  
Certified Professional in Storm Water Quality  
Land Surveyor in Training

The following certifications shall be eligible for 5% Certification Pay:

Engineer In Training from the State of Washington  
Engineer In Training Waiver from the State of Washington  
Senior Right-of-Way Agent Certification

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## Appendix D

Code	Classifications eligible for 2.5% cert pay		NICET Level III or IV-CE Tech	NICET Level III or IV- ME Tech	NICET Level III or IV-EE Tech	IECA Erosion Control	ACI-Concrete Transportation Construction Inspection
2104	Building Inspector		X	X		X	
2003	Chief Of Party						
	Power					X	
	Public Works		X			X	
	Water					X	
2005	Chief Surveyor, Assistant						
	Power					X	
	Public Works		X			X	
	Water					X	
2102	Code Inspector Supervisor		X	X		X	
5006	Community Services Work Crew Leader						
2016	Construction Inspector						
	Power		X			X	X
	Public Works		X	X	X	X	X
	Water		X	X		X	X
2015	Construction Inspector, Assistant		X	X	X	X	X
2104	Construction Inspector Supervisor		X	X	X	X	X
2024	Distribution Engineering Technician II					X	
2010	Engineering Technician I						
	Power	CIVIL	X	X		X	
	Power	ELEC			X		
	Water		X	X	X		
	Public Works Construction		X	X	X	X	
	Public Works Engineering		X	X	X	X	
	Public Works Sewer Engineering		X	X	X	X	
2011	Engineering Technician II						
	Power	CIVIL	X	X		X	
	Power	ELEC			X		
	Water		X	X	X		
	Public Works Construction		X	X	X	X	
	Public Works Engineering		X	X	X	X	
	Public Works Sewer Engineering		X	X	X	X	
2012	Engineering Technician III						
	Power	CIVIL	X	X		X	
	Power	ELEC			X		
	Water		X	X	X		
	Public Works Construction		X	X	X	X	
	Public Works Engineering		X	X	X	X	
	Public Works Sewer Engineering		X	X	X	X	

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Code	Classifications eligible for 2.5% cert pay		NICET Level III or IV-CE Tech	NICET Level III or IV-ME Tech	NICET Level III or IV-EE Tech	IECA Erosion Control	ACI-Concrete Transportation Construction Inspection
2004	Engineering Technician IV						
	Power	CIVIL	X	X		X	
	Power	ELEC			X		
	Water		X	X	X	X	
	Public Works Construction		X	X	X	X	
	Public Works Engineering		X	X	X	X	
	Public Works Sewer Engineering		X	X	X	X	
2046	Engineering Construction Coordinator						
	Power	CIVIL	X	X		X	
	Power	ELEC			X		
	Public Works Construction		X	X	X	X	X
	Public Works Engineering		X	X	X		X
	Public Works Sewer Engineering		X	X	X	X	
2049	Engineering Instrumentation Technician		X	X	X		
2021	Engineering Office Coordinator						
	Power	CIVIL	X	X		X	
	Power	ELEC			X		
	Water		X	X	X	X	
2122	Inspector Senior		X	X		X	
2026	LID Representative		X			X	
2027	LID Representative, Senior		X			X	
2119	Mechanical Inspector		X	X			
0070	Parking Enforcement Officer						
2008	Permit Specialist		X	X			
2009	Permit Specialist, Senior		X	X			
0406	Real Estate Mgmt Supervisor		X				
0035	Real Estate Specialist		X				
0404	Real Estate Specialist, Senior		X				
2007	Residential Plans Examiner		X	X		X	
2000	Survey Technician I						
	Power					X	
	Water		X			X	
	Public Works Construction		X			X	
2001	Survey Technician II						
	Power					X	
	Water		X			X	
	Public Works Construction		X			X	
2002	Survey Technician III						
	Power					X	
	Water		X			X	
	Public Works Construction		X			X	

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Code	Classifications eligible for 2.5% cert pay	NICET Level III or IV-CE Tech	NICET Level III or IV-ME Tech	NICET Level III or IV-EE Tech	IECA Erosion Control	ACI-Concrete Transportation Construction Inspection
0613	Utility Services Representative I					
	Power			X		
	Water	X	X	X		
0614	Utility Services Representative II					
	Power			X		
	Water	X	X	X	X	
0625	Source Control Representative	X	X	X	X	
2022	Water Quality Technician					
	Public Works	X			X	
	Water					

Code	Classifications eligible for 2.5% cert pay	Class I Chief Operating Engineer				
0625	Source Control Representative	X				

Code	Classifications eligible for 5% cert pay	ASE Automotive/ Heavy Duty Truck Tech	Certified Construction Manager (by CMAA)	Certificate Program in Construction Mgmt (U-of-W)	Bachelor's degree or-TCC Supv/Mgmt Certification	
2016	Construction Inspector					
	Public Works		X	X		
	Water		X	X		
2015	Construction Inspector, Assistant		X	X		
2104	Construction Inspector, Supervisor		X	X		
2046	Engineering Construction Coordinator		-	-		
	Public Works Construction		X	X		
	Public Works Engineering		X	X		
4209	Forensic Services Supervisor				X	
5345	Vehicle & Equipment Shop Supervisor, Sr	X				