



615 South 9th Street, Suite 200
Tacoma, Washington 98405-4670
(253) 798-7480

**TRIPPLICATE
ORIGINAL**

October 14, 2010

Roberta Burnett
IFPTE Local 17
2900 Eastlake Ave E, Suite 300
Seattle, WA 98102

Dear Roberta:

This letter is to confirm our discussion on October 6, 2010 regarding the classification of Civil Engineer-in-Training (CEIT) and possible reclassification of the four current incumbents.

As we discussed, when the CEIT program was developed, it was believed, based on long-term history, that the County would continue to have vacancies in the CEI classification on a regular basis and that CEIT incumbents could apply for and be promoted into those vacancies as they neared the end of their two-year training rotation. Unfortunately, due to the downturn in the economy, the County has not had a CEI opening for almost two years. As a result, we have had some CEITs in the program longer than expected, one as long as four years.

Due to the unforeseen economic situation, the union approached the County about the possibility of using the reclassification process (in accordance with Chapter 3.xx of the Administrative Guidelines for the Career Service) for each of the CEIT incumbents. While it was never the intent of the CEIT program to "reclassify" employees, the County agrees that this is a reasonable way to address the current issue. Therefore, the County is willing to agree, on a non-precedent setting basis, to perform a reclassification study for each of the CEIT incumbents. Based on the results of each study, the employee will be reclassified into the classification appropriate to the level of work they have been performing for the last six months. They will be merged into the seniority list based on continuous service in the bargaining unit using their date of hire as a CEIT.

Since the CEIT classification is assigned to different work areas on a rotational-training basis, the employees are not regularly assigned to any particular area. The Department of Public Works and Utilities will have sole discretion to determine where each employee will be assigned after the reclassification studies are completed.

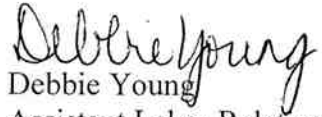
In the future, we agree that it is the parties' intent to return to the original design of the CEIT program, which is that the employees in that classification will apply for vacancies as they near

PIERCE COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER

the end of the two-year training program. It is also possible that the County will propose revisions to the CEIT program in the near future.

If this accurately describes our discussion and agreement, please sign below and return a copy to me at your earliest convenience. Thank you for your continued cooperation in labor relations matters.

Sincerely,



Debbie Young
Assistant Labor Relations Manager



10/25/10
Date

Roberta Burnett, IFPTE Local 17

cc: Toby Rickman, P.E., Deputy Director, Public Works and Utilities
Joe Carrillo, Labor Relations Manager
Wendy Seese, Human Resources Analyst