

**MEMORANDUM OF UNDERTSANDING  
BY AND BETWEEN  
PIERCE COUNTY  
AND  
PROFESSIONAL AND TECHNICAL EMPLOYEES LOCAL NO. 17**

The parties to this agreement are Pierce County, hereafter the County, and the Professional and Technical Employees Local 17, Engineering Unit, hereafter the Union, collectively referred to as the Parties.

As a result of revisions to the Civil Engineer 1, 2, and 3 class descriptions, the Parties agree to the following:

1. All employees currently employed as a Civil Engineer 2 at the time of full execution of this Memorandum of Understanding (MOU) are legacied into their position. They are not required to register as an Engineer-in-Training (EIT) to meet the minimum qualifications of the position.
2. All employees currently employed as a Civil Engineer 1, Engineering Technician 3, or an Engineering Technician 4 at the time of full execution of this MOU are not required to register as an EIT in order to meet the minimum qualifications of the Civil Engineer 2 classification for a four (4) year legacy period beginning upon full execution of this MOU. Those who are currently employed as a Civil Engineer 1, Engineering Technician 3, or an Engineering Technician 4 at the time of full execution of this MOU and who wish to promote to a Civil Engineer 2 after the expiration of the four (4) year legacy period will be required to meet all of the minimum qualifications for the Civil Engineer 2 position, including but not limited to, registration as an EIT.
3. The Planning and Public Works Department (Department) will cover one (1) Fundamentals of Engineering exam fee for those employees referenced in (1) above, as well as those employed as a Civil Engineer 1, who wish to obtain their EIT registration, as determined by the County. In addition, the Department will determine eligibility and pay for or facilitate a reasonable training program to assist employees in obtaining their EIT registration.
4. The Department will also cover one (1) Professional Engineer exam fee for employees currently employed as a Civil Engineer 2 who wish to obtain their licensure as a State of Washington Professional Engineer (PE). In addition, the Department will determine eligibility and pay for or facilitate a reasonable training program to assist employees in obtaining their State of Washington PE license.

- 5. Revisions to the Civil Engineer 1, 2, and 3 class descriptions, including the removal of job duties and functions, are not intended to remove bargaining unit work.

The Parties agree that this MOU is non-precedent setting, should not be construed as a waiver of either of the Parties' rights, and shall not limit, restrict, prevent, or require the County or the Union to agree to similar concessions in the future. This MOU is effective upon full execution by the Parties and expires on December 31, 2025.

PROTEC LOCAL NO. 17

By: DocuSigned by:  
Brent Wagar 7/26/2024  
1DB049DB4B6C47...  
BRENT WAGAR Date  
Union Representative

PIERCE COUNTY:

By: DocuSigned by:  
Melissa Arnold 7/26/2024  
DDEADE4C2E8A42B...  
MELISSA P. ARNOLD Date  
Assistant Director of Human Resources