

**MEMORANDUM OF UNDERTSANDING  
BY AND BETWEEN  
PIERCE COUNTY  
AND  
PROFESSIONAL AND TECHNICAL EMPLOYEES LOCAL NO. 17,  
ENGINEERING UNIT AND ENGINEERING SUPERVISORS' UNIT**

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

The County will conduct an additional classification study specific to the Contracts and Project Coordinator. The Parties agree to the following regarding this classification and compensation study:

1. The purpose of this study will be to determine whether the position is appropriately compensated in comparison to the market.
2. The study will include, but not be limited to:
  - a. The opportunity for the impacted employee to complete a Position Description Questionnaire (PDQ) which will be provided in writing. The employee will be provided at least fourteen (14) calendar days to complete the PDQ.
  - b. The opportunity for the supervisor and Department Director to review and comment on the completed PDQ.
  - c. The County conducting a market-based analysis of the work and compensation level of the impacted positions.
3. The study will be completed no later than six (6) months following implementation of the 2024-2025 Collective Bargaining Agreement.
4. The completed PDQ, market-based analysis, and study outcomes will be provided to the Union following the completion of the study.
5. Upon completion of the classification and compensation study, or earlier with mutual agreement of the Parties, the Parties agree to fulfill their bargaining obligations surrounding the addition of a Program Specialist to the PROTEC Local 17 Engineering Unit Collective Bargaining Agreement.

The Parties agree that this Memorandum of Understanding (MOU) is non-precedent setting and shall not limit, restrict, prevent, or require that the County or the Union enter into similar agreements in the future. This MOU is effective upon the date of full execution by the parties and expires on December 30, 2025.

PROTEC LOCAL NO. 17:

By: DocuSigned by: Brent Wagar 7/26/2024  
1D6049DB4B6C477  
BRENT WAGAR Date  
Union Representative

PIERCE COUNTY:

By: DocuSigned by: Bruce Dammeier 7/30/2024  
1BD2710628D6495  
BRUCE DAMMEIER Date  
County Executive

By: DocuSigned by: Melissa Arnold 7/26/2024  
DDF3DE4C2EBA42B  
MELISSA P. ARNOLD Date  
Assistant Director of Human Resources