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 Memorandum of Understanding ("MOU") are Pierce County, hereafter the County, and the Professional and Technical Employees Local No. 17 Engineering and Engineering Supervisors' Units, hereafter the Union, collectively referred to as the Parties.

The Parties agree that the County will conduct a classification and compensation study specific to the Asset Management Specialist 2, 3, and 4 classifications. The Parties agree to the following regarding this classification and compensation study:

1. The purpose of this study will be to determine whether the positions are appropriately classified and compensated in comparison to the market.

2. The study will include, but not be limited to:

    a. The opportunity for the impacted employees to complete a Position Description Questionnaire (PDQ) which will be provided in writing. The employees 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 2026-2028 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.

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 Parties to agree to similar concessions in the future. This MOU is effective upon the date of full execution by the Parties.

PROTEC LOCAL NO. 17:

By: Brent Wagar 04/29/2026
Brent Wagar (Apr 29, 2026 09:13:31 PDT)
BRENT WAGAR Date
Union Representative

PIERCE COUNTY:

By: 04/30/2026
MELISSA P. ARNOLD Date
Deputy Director of Human Resources