

**MEMORANDUM OF UNDERSTANDING**  
**2022 Market Study Implementation**  
**with AFSCME**

This Memorandum of Understanding (“MOU”) is made between the City of Vancouver (“City”) and the AFSCME, Local 307VC (“Union”).

**Background:**

In 2022 the City completed a full market study for all classifications across the organization including the AFSCME represented Classifications contained in Appendix A of the collective bargaining agreement.

The market study showed upward movement in some classifications from one to four salary ranges. Additionally, some classification titles were updated as a part of the study to create uniformity in titling. Through the biennial budget process for the 2023-2024, new classifications were added and/or reclassified.

THEREFORE, the City and the Union met to review the recommended changes to each affected classification and have come to a conclusion that is agreeable and satisfactory to all parties.

WHEREBY the parties agree as follows:

**Agreement:**

1. This agreement is non-precedent setting and evidence of this agreement cannot be used in any current or future disputes between the parties, including, but not limited to, contract negotiations.
2. The classifications in the attached salary schedule with track changes will be placed in respective pay ranges in the AFSCME salary schedule effective January 1, 2023.
3. Classifications with new titles in the attached salary schedule with track changes will be updated in the AFSCME salary schedule effective January 1, 2023.
4. Members in classifications being moved upward in the ranges will be adjusted in accordance with the instructions outlined in the attached Instructions for Implementation of the Market Adjustment.
5. This Memorandum of Understanding will sunset on December 31, 2024 or until such time as a successor collective bargaining agreement is reached, whichever is later, as this amendment will be incorporated into the successor collective bargaining agreement.

Dated this 7th day of December, 2022.

**For the Employer:**

DocuSigned by:  
  
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Lisa Takach, HR Director

**For the Union:**

DocuSigned by:  
  
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Eddie Allen, Deputy Director of Washington State

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Dave McGrath, President

Attachments:  
AFSCME 2023 Pay Ranges with track changes  
Instructions for Implementation of the Market Adjustment

**AFSCME 2023 Pay Ranges**

<b>Range Number</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<b>1</b>	\$ 3,301	\$ 3,417	\$ 3,537	\$ 3,662	\$ 3,789	\$ 3,922	\$ 4,058	\$ 4,220
<b>2</b>	\$ 3,385	\$ 3,504	\$ 3,625	\$ 3,752	\$ 3,882	\$ 4,020	\$ 4,160	\$ 4,326
<b>3</b>	\$ 3,468	\$ 3,591	\$ 3,717	\$ 3,847	\$ 3,981	\$ 4,119	\$ 4,264	\$ 4,434
<b>Recreation Coordinator A</b>								
<b>4</b>	\$ 3,556	\$ 3,680	\$ 3,808	\$ 3,942	\$ 4,080	\$ 4,223	\$ 4,371	\$ 4,546
<b>5</b>	\$ 3,643	\$ 3,771	\$ 3,904	\$ 4,040	\$ 4,181	\$ 4,328	\$ 4,478	\$ 4,658
<b>6</b>	\$ 3,736	\$ 3,867	\$ 4,001	\$ 4,143	\$ 4,287	\$ 4,436	\$ 4,592	\$ 4,775
<b>Warehouse Worker Recreation Specialist</b>								
<b>7</b>	\$ 3,829	\$ 3,963	\$ 4,102	\$ 4,244	\$ 4,395	\$ 4,548	\$ 4,706	\$ 4,894
<b>8</b>	\$ 3,925	\$ 4,061	\$ 4,205	\$ 4,351	\$ 4,502	\$ 4,661	\$ 4,824	\$ 5,018
<b>9</b>	\$ 4,023	\$ 4,164	\$ 4,310	\$ 4,460	\$ 4,614	\$ 4,777	\$ 4,945	\$ 5,144
<b>Warehouse Technician Legal Secretary</b>								
<b>10</b>	\$ 4,123	\$ 4,267	\$ 4,416	\$ 4,572	\$ 4,732	\$ 4,898	\$ 5,068	\$ 5,271
<b>Maintenance Worker I Maintenance Worker</b>								
<b>11</b>	\$ 4,227	\$ 4,374	\$ 4,526	\$ 4,684	\$ 4,850	\$ 5,020	\$ 5,196	\$ 5,402

<b>12</b>	\$ 4,333	\$ 4,484	\$ 4,640	\$ 4,802	\$ 4,971	\$ 5,146	\$ 5,325	\$ 5,538
<b>Facilities Maintenance Specialist I</b> <i>Facilities Maintenance Specialist</i> <i>Legal Secretary</i>								
<b>13</b>	\$ 4,440	\$ 4,596	\$ 4,757	\$ 4,923	\$ 5,095	\$ 5,273	\$ 5,457	\$ 5,677
<b>Maintenance Worker II</b> <i>Senior Maintenance Worker</i> <i>Warehouse Technician</i> <b>Recreation Specialist B</b> <i>Utility Locator</i>								
<b>14</b>	\$ 4,551	\$ 4,709	\$ 4,876	\$ 5,045	\$ 5,222	\$ 5,406	\$ 5,595	\$ 5,819
<b>Street Light Technician I</b>								
<b>15</b>	\$ 4,664	\$ 4,829	\$ 4,996	\$ 5,171	\$ 5,352	\$ 5,541	\$ 5,734	\$ 5,962
<b>Senior Recreation Specialist</b>								
<b>16</b>	\$ 4,781	\$ 4,949	\$ 5,122	\$ 5,301	\$ 5,486	\$ 5,679	\$ 5,878	\$ 6,114
<b>Water Quality Assistant</b> <b>Water System Operator</b>								
<b>17</b>	\$ 4,903	\$ 5,073	\$ 5,251	\$ 5,435	\$ 5,623	\$ 5,823	\$ 6,024	\$ 6,265
<b>Chemical Specialist</b> <b>Inspector</b> <b>Maintenance Specialist</b> <b>Grounds Maintenance Specialist</b> <i>Senior Grounds Maintenance Specialist</i> <b>Warehouse Specialist</b> <i>Street Light Technician</i>								
<b>18</b>	\$ 5,024	\$ 5,201	\$ 5,382	\$ 5,569	\$ 5,766	\$ 5,964	\$ 6,174	\$ 6,423
<b>Building Repair Specialist</b> <b>Facilities Maintenance Specialist II</b> <i>Senior Facilities Maintenance Specialist</i> <i>Water System Operator</i>								

19	\$ 5,150	\$ 5,329	\$ 5,514	\$ 5,710	\$ 5,907	\$ 6,116	\$ 6,330	\$ 6,582
Administrative Assistant Lead Maintenance Worker Lead Utility Locator Legal Assistant <del>Program Coordinator (Law)</del> Utility Maintenance Mechanic Utility Specialist Water Quality Technician								
20	\$ 5,277	\$ 5,462	\$ 5,654	\$ 5,851	\$ 6,057	\$ 6,268	\$ 6,488	\$ 6,748
<del>Street Light Technician II</del>								
21	\$ 5,410	\$ 5,599	\$ 5,795	\$ 5,999	\$ 6,209	\$ 6,425	\$ 6,649	\$ 6,916
<del>Paralegal</del> <del>Rehabilitation Specialist</del> Housing Rehabilitation Specialist Environmental Inspector Program Coordinator (Law)								
22	\$ 5,545	\$ 5,739	\$ 5,942	\$ 6,146	\$ 6,364	\$ 6,585	\$ 6,816	\$ 7,090
Water Treatment Plant Operator Utility Locate Coordinator								
23	\$ 5,684	\$ 5,884	\$ 6,088	\$ 6,301	\$ 6,521	\$ 6,751	\$ 6,988	\$ 7,266
<del>Recreation Coordinator C</del> Recreation Coordinator Traffic Signal Technician Senior Street Light Technician								
24	\$ 5,827	\$ 6,030	\$ 6,241	\$ 6,459	\$ 6,686	\$ 6,920	\$ 7,161	\$ 7,447
Water Quality Coordinator Paralegal								
25	\$ 5,970	\$ 6,182	\$ 6,397	\$ 6,622	\$ 6,853	\$ 7,093	\$ 7,341	\$ 7,634
<del>Investigator</del> Legal Investigator <del>Recreation Coordinator D</del> Senior Recreation Coordinator								

<b>26</b>	\$ 6,121	\$ 6,336	\$ 6,556	\$ 6,786	\$ 7,024	\$ 7,270	\$ 7,524	\$ 7,825
<b>Lead Water Treatment Plant Operator</b> <b>Lead Water Production Operator</b>								
<b>27</b>	\$ 6,275	\$ 6,494	\$ 6,722	\$ 6,956	\$ 7,200	\$ 7,451	\$ 7,712	\$ 8,022
<b>Electrician</b>  <b>Facilities Systems Administrative Technician</b> <b>HVAC Technician</b> <del><b>Lead Traffic Signal Technician</b></del> <b>Lead Traffic Signal &amp; Street Light Technician</b> <b>Utility Electrician</b>								
<b>28</b>	\$ 6,430	\$ 6,656	\$ 6,888	\$ 7,128	\$ 7,380	\$ 7,638	\$ 7,906	\$ 8,220
<del><b>Facilities Maintenance Specialist Lead</b></del> <b>Lead Facilities Maintenance Specialist</b> <b>SCADA Technician</b>								
<b>29</b>	\$ 6,590	\$ 6,821	\$ 7,061	\$ 7,308	\$ 7,563	\$ 7,828	\$ 8,102	\$ 8,427
<del><b>Warehouse Supervisor</b></del> <b>Traffic Signal Specialist</b>								
<b>30</b>	\$ 6,757	\$ 6,993	\$ 7,237	\$ 7,492	\$ 7,752	\$ 8,026	\$ 8,304	\$ 8,636
<b>Public Works Supervisor</b>								
<b>31</b>	\$ 6,926	\$ 7,168	\$ 7,418	\$ 7,677	\$ 7,946	\$ 8,224	\$ 8,512	\$ 8,851
<b>Warehouse Supervisor</b>								
<b>32</b>	\$ 7,099	\$ 7,347	\$ 7,604	\$ 7,870	\$ 8,146	\$ 8,431	\$ 8,725	\$ 9,075
<b>Water Production Supervisor</b>								

## Instructions for Implementation of the Market Adjustment Union Classification

### Process for implementation:

- Move classification identified in the market study for adjustment to its new salary range.
- Apply annual salary increase to each salary range.
- Place employee in the step closest to their salary without a reduction in pay.
- Move employee to their next available step based on the next salary review date, if applicable.

### Example:

- Employee is currently in the XYZ Classification at Step 6 in Range 8 and is due for a step adjustment on June 1, 2023. The implementation steps will occur in the following order and manner:
  - Based on the market study results for XYZ Classification, an upward adjustment is indicated and the classification is moved to Range 10.
  - The employee is moved to the Step 4 in the new salary range, which is the closest step without a reduction in pay.
  - On January 1, 2023, the employee receives their annual salary increase of 4%.
  - The employee will then receive their next step increase on June 1, 2023 and move to Step 5.