

MEMORANDUM OF UNDERSTANDING
2022 Market Study Implementation
with the Joint Labor Coalition

This Memorandum of Understanding ("MOU") is made between the City of Vancouver ("City") and the Joint Labor Coalition ("Union").

Background:

In 2022 the City completed a full market study for all classifications across the organization including the JLC 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.

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.

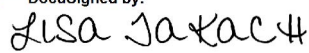
WHEREBY the parties agree as follows:

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 JLC salary schedule effective January 1, 2023.
3. Classifications with new titles in the attached salary schedule with track changes will be updated in the JLC 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.

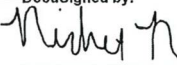
Dated this 9 day of December, 2022

For the Employer:

DocuSigned by:

13E8A46F4C144DF...
Lisa Takach, HR Director

For the Union:


Walt Lachapelle, Teamsters, Local 58

DocuSigned by:

88446A653436444...
Nichel Newsome, U.A., Local 290

DocuSigned by:

ECE76DD691BF471...
Carol Krohn, International Association of
Machinists, District Lodge 24

Attachments:

JLC 2023 Pay Ranges with track changes

Instructions for Implementation of the Market Adjustment

Joint Coalition 2023 Salary Ranges January 1, 2023 - December 31, 2023

Range Number	Bargaining Unit	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1		\$ 3,301	\$ 3,417	\$ 3,536	\$ 3,661	\$ 3,789	\$ 3,922	\$ 4,058	\$ 4,220
2		\$ 3,384	\$ 3,503	\$ 3,624	\$ 3,752	\$ 3,884	\$ 4,020	\$ 4,159	\$ 4,326
3		\$ 3,468	\$ 3,591	\$ 3,716	\$ 3,846	\$ 3,981	\$ 4,120	\$ 4,264	\$ 4,435
	Vehicle Service Worker I	IAM							
3M		\$ 2,990	\$ 3,113	\$ 3,238	\$ 3,368	\$ 3,503	\$ 3,642	\$ 3,786	\$ 3,957
	Vehicle Service Worker I	IAM							
4		\$ 3,556	\$ 3,678	\$ 3,808	\$ 3,943	\$ 4,080	\$ 4,223	\$ 4,372	\$ 4,546
	Vehicle Service Worker	IAM							
4M		\$ 3,078	\$ 3,200	\$ 3,330	\$ 3,465	\$ 3,602	\$ 3,745	\$ 3,894	\$ 4,068
	Vehicle Service Worker - Fire	IAM							
5		\$ 3,645	\$ 3,772	\$ 3,904	\$ 4,040	\$ 4,182	\$ 4,327	\$ 4,478	\$ 4,658
6		\$ 3,736	\$ 3,867	\$ 4,003	\$ 4,142	\$ 4,287	\$ 4,436	\$ 4,592	\$ 4,775
7		\$ 3,829	\$ 3,963	\$ 4,102	\$ 4,244	\$ 4,395	\$ 4,548	\$ 4,706	\$ 4,893
8		\$ 3,925	\$ 4,062	\$ 4,204	\$ 4,350	\$ 4,502	\$ 4,661	\$ 4,824	\$ 5,017
9		\$ 4,022	\$ 4,162	\$ 4,311	\$ 4,460	\$ 4,616	\$ 4,777	\$ 4,945	\$ 5,143
	Vehicle Service Worker II	IAM							
9M		\$ 3,544	\$ 3,684	\$ 3,833	\$ 3,982	\$ 4,138	\$ 4,299	\$ 4,467	\$ 4,665
	Vehicle Service Worker II – Fire	IAM							
10		\$ 4,124	\$ 4,267	\$ 4,416	\$ 4,572	\$ 4,732	\$ 4,895	\$ 5,068	\$ 5,271
10T		\$ 3,916	\$ 4,059	\$ 4,208	\$ 4,364	\$ 4,524	\$ 4,687	\$ 4,860	\$ 5,063
	Maintenance Worker I – Grounds	Teamsters							
	Maintenance Worker	Teamsters							
11		\$ 4,227	\$ 4,375	\$ 4,526	\$ 4,685	\$ 4,850	\$ 5,019	\$ 5,196	\$ 5,403
	Vehicle Parts Specialist	IAM							

11M	IAM	\$ 3,749	\$ 3,897	\$ 4,048	\$ 4,207	\$ 4,372	\$ 4,541	\$ 4,718	\$ 4,925
Vehicle Parts Specialist - Fire		IAM							
12		\$ 4,331	\$ 4,486	\$ 4,640	\$ 4,802	\$ 4,971	\$ 5,145	\$ 5,325	\$ 5,538
Senior Vehicle Service Worker		IAM							
12M	IAM	\$ 3,853	\$ 4,008	\$ 4,162	\$ 4,324	\$ 4,493	\$ 4,667	\$ 4,847	\$ 5,060
Senior Vehicle Service Worker - Fire		IAM							
13		\$ 4,441	\$ 4,596	\$ 4,756	\$ 4,924	\$ 5,095	\$ 5,273	\$ 5,458	\$ 5,674
Senior Vehicle Parts Specialist		IAM							
13M	IAM	\$ 3,963	\$ 4,118	\$ 4,278	\$ 4,446	\$ 4,617	\$ 4,795	\$ 4,980	\$ 5,196
Senior Vehicle Parts Specialist		IAM							
13T	Teamsters	\$ 4,233	\$ 4,388	\$ 4,548	\$ 4,716	\$ 4,887	\$ 5,065	\$ 5,250	\$ 5,466
Maintenance Worker II - Grounds		Teamsters							
Senior Maintenance Worker		Teamsters							
14		\$ 4,551	\$ 4,709	\$ 4,876	\$ 5,046	\$ 5,223	\$ 5,406	\$ 5,595	\$ 5,820
15		\$ 4,664	\$ 4,829	\$ 4,997	\$ 5,171	\$ 5,353	\$ 5,541	\$ 5,734	\$ 5,962
15T	Teamsters	\$ 4,456	\$ 4,621	\$ 4,789	\$ 4,963	\$ 5,145	\$ 5,333	\$ 5,526	\$ 5,754
Grounds Maintenance Specialist I		Teamsters							
Grounds Maintenance Specialist		Teamsters							
16		\$ 4,781	\$ 4,949	\$ 5,122	\$ 5,302	\$ 5,487	\$ 5,677	\$ 5,879	\$ 6,114
17		\$ 4,903	\$ 5,072	\$ 5,251	\$ 5,434	\$ 5,623	\$ 5,823	\$ 6,024	\$ 6,265
Senior Vehicle Parts Specialist		IAM							
17M	IAM	\$ 4,425	\$ 4,594	\$ 4,773	\$ 4,956	\$ 5,145	\$ 5,345	\$ 5,546	\$ 5,787
Senior Vehicle Parts Specialist		IAM							
17T	Teamsters	\$ 4,695	\$ 4,864	\$ 5,043	\$ 5,226	\$ 5,415	\$ 5,615	\$ 5,816	\$ 6,057
Grounds Chemical Specialist		Teamsters							
Grounds Maintenance Specialist II		Teamsters							
Senior Grounds Maintenance Specialist		Teamsters							
Irrigation Specialist		Teamsters							

18			\$ 5,024	\$ 5,200	\$ 5,381	\$ 5,569	\$ 5,766	\$ 5,965	\$ 6,176	\$ 6,423
19			\$ 5,150	\$ 5,329	\$ 5,515	\$ 5,710	\$ 5,908	\$ 6,117	\$ 6,328	\$ 6,582
19T		Teamsters	\$ 4,942	\$ 5,121	\$ 5,307	\$ 5,502	\$ 5,700	\$ 5,909	\$ 6,120	\$ 6,374
	Lead Maintenance Worker—Grounds	Teamsters								
	Lead Maintenance Worker	Teamsters								
20			\$ 5,278	\$ 5,216	\$ 5,399	\$ 5,585	\$ 5,782	\$ 5,984	\$ 6,193	\$ 6,441
	Mechanic	IAM								
	Fleet Services Technician	IAM								
21			\$ 5,410	\$ 5,599	\$ 5,794	\$ 6,000	\$ 6,208	\$ 6,425	\$ 6,651	\$ 6,916
22			\$ 5,545	\$ 5,738	\$ 5,942	\$ 6,146	\$ 6,363	\$ 6,586	\$ 6,816	\$ 7,090
	Building Inspector I	Plumbers & Steamfitters								
23			\$ 5,683	\$ 5,884	\$ 6,087	\$ 6,301	\$ 6,522	\$ 6,749	\$ 6,988	\$ 7,266
	Plans Examiner I	Plumbers & Steamfitters								
	Assistant Plans Examiner	Plumbers & Steamfitters								
24			\$ 5,827	\$ 6,029	\$ 6,241	\$ 6,459	\$ 6,684	\$ 6,920	\$ 7,160	\$ 7,447
	Senior Mechanic	IAM								
	Senior Fleet Services Technician	IAM								
	Code Enforcement Officer	Plumbers & Steamfitters								
24M		IAM	\$ 5,349	\$ 5,551	\$ 5,763	\$ 5,981	\$ 6,206	\$ 6,442	\$ 6,682	\$ 6,969
	Emergency Equipment Mechanic	IAM								
	Fleet Services Emergency Technician	IAM								
25			\$ 5,970	\$ 6,180	\$ 6,396	\$ 6,621	\$ 6,853	\$ 7,093	\$ 7,341	\$ 7,634
26			\$ 6,121	\$ 6,335	\$ 6,556	\$ 6,786	\$ 7,024	\$ 7,270	\$ 7,523	\$ 7,825
27			\$ 6,274	\$ 6,494	\$ 6,722	\$ 6,956	\$ 7,201	\$ 7,451	\$ 7,712	\$ 8,020
	Plans Examiner II	Plumbers & Steamfitters								
	Associate Plans Examiner	Plumbers & Steamfitters								
28			\$ 6,429	\$ 6,656	\$ 6,889	\$ 7,130	\$ 7,380	\$ 7,638	\$ 7,904	\$ 8,220
	Building Inspector II	Plumbers & Steamfitters								

28M	IAM	\$ 5,951	\$ 6,178	\$ 6,411	\$ 6,652	\$ 6,902	\$ 7,160	\$ 7,426	\$ 7,742
Senior Emergency Equipment Mechanic		IAM							
Senior Fleet Services Emergency Technician		IAM							
29		\$ 6,592	\$ 6,821	\$ 7,061	\$ 7,309	\$ 7,564	\$ 7,828	\$ 8,102	\$ 8,427
30		\$ 6,757	\$ 6,993	\$ 7,237	\$ 7,492	\$ 7,754	\$ 8,024	\$ 8,306	\$ 8,637
30T	Teamsters	\$ 6,549	\$ 6,785	\$ 7,029	\$ 7,284	\$ 7,546	\$ 7,816	\$ 8,098	\$ 8,429
Public Works Supervisor – Grounds		Teamsters							
Public Works Supervisor		Teamsters							
31		\$ 6,925	\$ 7,168	\$ 7,418	\$ 7,677	\$ 7,946	\$ 8,225	\$ 8,511	\$ 8,852
Plans Examiner III		Plumbers & Steamfitters							
Senior Plans Examiner		Plumbers & Steamfitters							
32		\$ 7,097	\$ 7,347	\$ 7,604	\$ 7,870	\$ 8,145	\$ 8,431	\$ 8,725	\$ 9,075
Building Inspector III		Plumbers & Steamfitters							
33		\$ 7,275	\$ 7,531	\$ 7,795	\$ 8,067	\$ 8,348	\$ 8,643	\$ 8,945	\$ 9,302
Plans Examiner IV		Plumbers & Steamfitters							
34		\$ 7,457	\$ 7,719	\$ 7,989	\$ 8,270	\$ 8,557	\$ 8,858	\$ 9,169	\$ 9,535
Lead Building Inspector		Plumbers & Steamfitters							
35		\$ 7,643	\$ 7,912	\$ 8,189	\$ 8,477	\$ 8,771	\$ 9,079	\$ 9,398	\$ 9,773
Lead Plans Examiner		Plumbers & Steamfitters							

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.