

MEMORANDUM OF UNDERSTANDING

CONTRACT IMPLEMENTATION FOR MARKET STUDY & RECLASS OF RESOURCE SERVICE TECHNICIAN

This Memorandum of Understanding (“MOU”) is made between the City of Vancouver (“City”) and the Vancouver Fire Department Guild (“Guild”)

Background:

During the course of bargaining both parties reached a tentative agreement that include the Market Study implementation and the removing the Resource Service Technician from the bargaining unit.

The market adjustment by job classification resulted in more experienced employees earning the same salary or in some cases less than those that were hired after them.

THEREFORE, the City and the Guild reached a mutual agreement to address internal equity with the mark study implementation and how the City will transition the Resource Service Technician to Non-Union schedule.

Whereby the parties agree as follows:

Agreement:

1. This implementation 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 City and the Guild agreed in addition to implementing the City Market Study, the following guild members in these classifications will move one (1) additional step in the range.
 - Fire Code Officers with at least 5 years of experience
 - Deputy Fire Marshal 1
 - Deputy Fire Marshal 2
 - Lead Deputy Fire Marshal (this classification was also moved to salary range 19)

This additional step will be retroactive to January 1, 2023 along with the market study implementation.

3. As part of the transition, the City agrees to first provide the employee in the Resource Service Technician position in the Vancouver Fire Department an increase of four and half percent (4.5%) retroactive to January 1, 2023. Effective the first full pay period following council ratification the Resource Service Technician will be reclassified as non-union position.

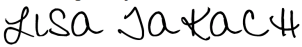
4. The Resource Service Technician will receive their next merit increase on October 1, 2023 (one year after last step increase) and then move to annual increase schedule on January 1, 2024, with other non-union employees and align with the City's compensation policy and practice.
5. This MOU is pending ratification by City Council and will sunset on December 31, 2025

Date this 10th day of April, 2023

For the Employer:

For the Guild:

DocuSigned by:



13E7A46FAC314DE
Lisa Takach, Human Resources Director

DocuSigned by:



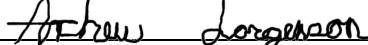
18E7315386214CF
LeMont Lucas, President

DocuSigned by:



15B3F56DC81C4D
Lisa Brandt, Deputy City Manager

DocuSigned by:

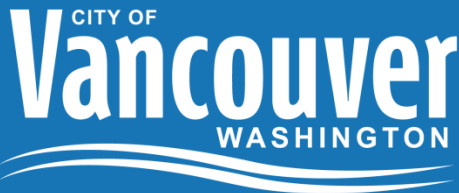


18E270BB1419185
Andrew Jorgenson, Vice-President

DocuSigned by:



129558D64D04D1
Shane LaBeck, Secretary-Treasurer



Instructions for Implementation of the Market Adjustment for VFDG Classification

Process for implementation:

With establishing a new salary table for the Vancouver Fire Department Guild the process for implementation is as follows:

- Apply annual salary increase to each salary and move classification identified in the market study for adjustment to its new 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:
 - On January 1, 2023, the employee receives their annual salary increase of 4.5% and 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.
 - The employee will then receive their next step increase on June 1, 2023 and move to Step 5.