

MEMORANDUM OF UNDERSTANDING
2022 Market Study Implementation
with OPEIU, Local 11, AFL-CIO

This Memorandum of Understanding ("MOU") is made between the City of Vancouver ("City") and the OPEIU, Local 11 ("Union").

Background:

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

The market study showed upward movement in some classifications from one to three salary ranges. The Program Coordinator classification was removed from the salary table. There are no employees in this classification. The Support Specialist I classification was eliminated, and the member currently in that classification will be moved into the Support Specialist (formally Support Specialist II) classification.

The City and Union also agreed that the 2023 wage increase which is based on 100% of the CPI-U for Seattle/Tacoma/Bellevue for October to October, with a minimum two percent (2%) and maximum of four percent (4%), as specified within Article 12.1 of the collective bargaining agreement. The CPI-U for Seattle/Tacoma/Bellevue for October to October was 8.9%

THEREFORE, the City and the Union met to review the recommend changes to each affected classification's placement in the salary schedule 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 OPEIU salary schedule effective January 1, 2023.
3. Members in classifications being moved upward in the ranges will be adjusted in accordance with the instructions outlined in the attached Instruction for Implementation of the Market Adjustment.

4. Effective January 1, 2023, all bargaining unit employees shall receive a four percent (4%) wage increase to their base hourly rate of pay. The salary schedule with Appendix "A" shall be amended to show this increase.
5. The Program Coordinator classification was removed from the salary table.
6. The Support Specialist I classification was eliminated, and the member currently in that classification will be moved into the Support Specialist (formally Support Specialist II) classification.
7. 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 1 day of December, 2022

For the Employer:

DocuSigned by:
Lisa Takach
13E8A46F4C144DF
Lisa Takach, HR Director

For the Union:

Maureen Goldberg
Maureen Goldberg, Executive
Officer/Secretary-Treasurer

Cheyenne Russell
Cheyenne Russell, Union Representative

Karyn Morrison
Karyn Morrison, Union Representative

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

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.

OPEIU 2023 Salary Ranges

January 1, 2023 through December 31, 2023

Range	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1		\$ 3,264	\$ 3,379	\$ 3,496	\$ 3,619	\$ 3,746	\$ 3,878	\$ 4,012	\$ 4,174
2		\$ 3,346	\$ 3,462	\$ 3,584	\$ 3,711	\$ 3,840	\$ 3,975	\$ 4,113	\$ 4,278
3	Mailroom Clerk Support Specialist I	\$ 3,429	\$ 3,550	\$ 3,673	\$ 3,802	\$ 3,936	\$ 4,075	\$ 4,216	\$ 4,386
4		\$ 3,516	\$ 3,639	\$ 3,766	\$ 3,897	\$ 4,034	\$ 4,175	\$ 4,320	\$ 4,493
5		\$ 3,603	\$ 3,728	\$ 3,860	\$ 3,995	\$ 4,135	\$ 4,279	\$ 4,428	\$ 4,606
6	Accounting Clerk I	\$ 3,694	\$ 3,823	\$ 3,956	\$ 4,096	\$ 4,239	\$ 4,388	\$ 4,541	\$ 4,723
7	Facilities Assistant (WREC) Utility Clerk	\$ 3,786	\$ 3,918	\$ 4,056	\$ 4,197	\$ 4,343	\$ 4,496	\$ 4,654	\$ 4,839
8		\$ 3,881	\$ 4,015	\$ 4,157	\$ 4,302	\$ 4,452	\$ 4,609	\$ 4,770	\$ 4,961
9	Facilities Assistant (Recreation) Support Specialist II Parking Enforcement Officer Parking Officer	\$ 3,978	\$ 4,116	\$ 4,260	\$ 4,411	\$ 4,565	\$ 4,725	\$ 4,887	\$ 5,085
10	Parking Maintenance Worker	\$ 4,077	\$ 4,219	\$ 4,367	\$ 4,520	\$ 4,679	\$ 4,841	\$ 5,011	\$ 5,211
11	<i>Support Specialist</i>	\$ 4,178	\$ 4,325	\$ 4,476	\$ 4,633	\$ 4,796	\$ 4,964	\$ 5,138	\$ 5,342
12	Accounting Clerk II Utility Accounting Clerk Customer Service Representative Permit Specialist I Permit Specialist	\$ 4,282	\$ 4,432	\$ 4,588	\$ 4,750	\$ 4,916	\$ 5,087	\$ 5,266	\$ 5,476

13	Material Control Coordinator Program Coordinator I Records Specialist Police Records Specialist Support Specialist III <i>Senior Support Specialist</i> Utility Customer Service Representative Utility Service Inspector	\$ 4,391	\$ 4,544	\$ 4,703	\$ 4,867	\$ 5,038	\$ 5,214	\$ 5,396	\$ 5,611
14	Police Service Technician <i>Material Control Coordinator</i>	\$ 4,500	\$ 4,657	\$ 4,820	\$ 4,990	\$ 5,164	\$ 5,345	\$ 5,532	\$ 5,753
15	<i>Utility Service Inspector</i>	\$ 4,612	\$ 4,774	\$ 4,941	\$ 5,114	\$ 5,294	\$ 5,478	\$ 5,669	\$ 5,895
16	<i>Survey Technician</i> Engineering Tech I Senior Accounting Clerk Senior Customer Service Representative <i>Police Service Technician</i> <i>Records Specialist</i>	\$ 4,728	\$ 4,894	\$ 5,065	\$ 5,242	\$ 5,425	\$ 5,613	\$ 5,813	\$ 6,044
17	Construction Inspector I Payroll Analyst Senior Utility Customer Service Representative Lead Accounting Clerk	\$ 4,845	\$ 5,017	\$ 5,192	\$ 5,373	\$ 5,560	\$ 5,755	\$ 5,955	\$ 6,195
18	<i>Engineering Tech I</i> <i>Lead Utility Inspector</i> Evidence Technician <i>Property/Evidence Technician</i> Lead Police Records Specialist Permit Specialist II <i>Senior Permit Specialist</i>	\$ 4,967	\$ 5,141	\$ 5,320	\$ 5,507	\$ 5,700	\$ 5,897	\$ 6,106	\$ 6,350
19	<i>Apprentice Construction Inspector</i>	\$ 5,092	\$ 5,269	\$ 5,454	\$ 5,645	\$ 5,841	\$ 6,047	\$ 6,259	\$ 6,507
20	<i>Payroll Analyst</i>	\$ 5,219	\$ 5,402	\$ 5,590	\$ 5,783	\$ 5,989	\$ 6,197	\$ 6,415	\$ 6,671

21	<i>Special Events Permitting Manager</i> Public Records Officer	\$ 5,351	\$ 5,536	\$ 5,728	\$ 5,931	\$ 6,137	\$ 6,352	\$ 6,576	\$ 6,838
22	Evidence Coordinator Engineering Technician II <i>Engineering Technician</i> Surveyor	\$ 5,482	\$ 5,673	\$ 5,874	\$ 6,079	\$ 6,292	\$ 6,514	\$ 6,740	\$ 7,009
23	Construction Inspector II Lead Permit Specialist	\$ 5,619	\$ 5,817	\$ 6,018	\$ 6,231	\$ 6,448	\$ 6,673	\$ 6,908	\$ 7,184
24	<i>Public Records Officer</i>	\$ 5,762	\$ 5,961	\$ 6,169	\$ 6,386	\$ 6,610	\$ 6,840	\$ 7,080	\$ 7,364
25	<i>Construction Inspector</i> Crime Analyst	\$ 5,903	\$ 6,111	\$ 6,325	\$ 6,546	\$ 6,774	\$ 7,013	\$ 7,258	\$ 7,549
26	Senior Engineering Technician Senior Surveyor	\$ 6,053	\$ 6,265	\$ 6,482	\$ 6,710	\$ 6,945	\$ 7,188	\$ 7,439	\$ 7,738
27	Senior Construction Inspector	\$ 6,204	\$ 6,421	\$ 6,646	\$ 6,879	\$ 7,118	\$ 7,367	\$ 7,626	\$ 7,931
28	Engineering Specialist Survey Specialist	\$ 6,358	\$ 6,580	\$ 6,811	\$ 7,050	\$ 7,298	\$ 7,551	\$ 7,817	\$ 8,129
29	Construction Inspection Specialist	\$ 6,518	\$ 6,744	\$ 6,980	\$ 7,226	\$ 7,480	\$ 7,740	\$ 8,012	\$ 8,332
30	<i>Survey Specialist</i>	\$ 6,682	\$ 6,915	\$ 7,156	\$ 7,406	\$ 7,665	\$ 7,934	\$ 8,211	\$ 8,539