

MEMORANDUM OF UNDERSTANDING
2023 Market Study Implementation of Facilities Assistant (Recreation) Position
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 City and Union 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%.

The City and Union entered into a MOU agreeing to this increase and changes to certain classifications on December 1, 2022. Now, the Parties have also since agreed that the Facilities Assistant (Recreation) Position should be moved from Step 9 to Step 15.

THEREFORE, the City and the Union met to review the recommend changes to the effected 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 Facilities Assistant (Recreation) classification in the attached salary schedule with track changes will be placed in respective pay range in the OPEIU salary schedule effective the first payroll after City Council's approval of the scale and this MOU being fully executed. There will be no retroactive pay for this position.

- 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 June, 2023

For the Employer:

DocuSigned by:
Lisa Takach
Lisa Takach, HR Director

For the Union:

Howard Bell
Howard Bell, Executive Secretary-Treasurer

DocuSigned by:
Lisa Brandt
Lisa Brandt, Deputy City Manager

Cheyenne Russell
Cheyenne Russell, Union Representative

Attachments:
OPEIU 2023 Pay Ranges with track changes

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	\$ 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) 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	Support Specialist	\$ 4,178	\$ 4,325	\$ 4,476	\$ 4,633	\$ 4,796	\$ 4,964	\$ 5,138	\$ 5,342
12	Utility Accounting Clerk Customer Service Representative Permit Specialist	\$ 4,282	\$ 4,432	\$ 4,588	\$ 4,750	\$ 4,916	\$ 5,087	\$ 5,266	\$ 5,476
13	Police Records Specialist Senior Support Specialist Utility Customer Service Representative	\$ 4,391	\$ 4,544	\$ 4,703	\$ 4,867	\$ 5,038	\$ 5,214	\$ 5,396	\$ 5,611
14	Material Control Coordinator	\$ 4,500	\$ 4,657	\$ 4,820	\$ 4,990	\$ 5,164	\$ 5,345	\$ 5,532	\$ 5,753
15	Facilities Assistant (Recreation) Utility Service Inspector	\$ 4,612	\$ 4,774	\$ 4,941	\$ 5,114	\$ 5,294	\$ 5,478	\$ 5,669	\$ 5,895
16	Survey Technician Senior Accounting Clerk Senior Customer Service Representative Police Service Technician Records Specialist	\$ 4,728	\$ 4,894	\$ 5,065	\$ 5,242	\$ 5,425	\$ 5,613	\$ 5,813	\$ 6,044

17	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	Engineering Tech I Lead Utility Inspector Property/Evidence Technician Lead Police Records Specialist Senior Permit Specialist	\$ 4,967	\$ 5,141	\$ 5,320	\$ 5,507	\$ 5,700	\$ 5,897	\$ 6,106	\$ 6,350
19	Apprentice Construction Inspector	\$ 5,092	\$ 5,269	\$ 5,454	\$ 5,645	\$ 5,841	\$ 6,047	\$ 6,259	\$ 6,507
20	Payroll Analyst	\$ 5,219	\$ 5,402	\$ 5,590	\$ 5,783	\$ 5,989	\$ 6,197	\$ 6,415	\$ 6,671
21	Special Events Permitting Manager	\$ 5,351	\$ 5,536	\$ 5,728	\$ 5,931	\$ 6,137	\$ 6,352	\$ 6,576	\$ 6,838
22	Evidence Coordinator Engineering Technician Surveyor	\$ 5,482	\$ 5,673	\$ 5,874	\$ 6,079	\$ 6,292	\$ 6,514	\$ 6,740	\$ 7,009
23	Lead Permit Specialist	\$ 5,619	\$ 5,817	\$ 6,018	\$ 6,231	\$ 6,448	\$ 6,673	\$ 6,908	\$ 7,184
24	Public Records Officer	\$ 5,762	\$ 5,961	\$ 6,169	\$ 6,386	\$ 6,610	\$ 6,840	\$ 7,080	\$ 7,364
25	Construction Inspector 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	\$ 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	Survey Specialist	\$ 6,682	\$ 6,915	\$ 7,156	\$ 7,406	\$ 7,665	\$ 7,934	\$ 8,211	\$ 8,539