

**MEMORANDUM OF AGREEMENT  
BETWEEN THE  
CITY OF VANCOUVER, WA  
AND THE  
OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 11**

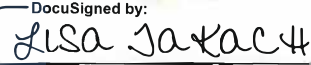
This Memorandum of Agreement is entered into between the City of Vancouver, WA and the Office & Professional Employees International Union, Local 11 (AFL-CIO), with the intent to allow proper communication between the parties listed above; and in accordance with Article I/ Recognition and the Bargaining Unit; Article 7/Identification of Jobs and Appendix "A" within the Collective Bargaining Agreement.



It is mutually agreed by all parties that due to excessive staffing vacancies, the large volume of work, the inability to fill shifts within the Police Records Division and the current staffing levels of bargaining unit personnel; Police Records Supervisors, Recruit Officers and Officers on light duty shall be allowed to perform bargaining unit work, under the following parameters:

1. That bargaining unit members shall be offered overtime first, prior to assigning a non-bargaining unit member to Police Records Specialist's work.
2. That the purpose of these non-bargaining unit workers is to be used during seasonal, cyclic, on short-term basis or to assist during unusually high workloads and not as a supplement to, and not in place of, bargaining unit members.
3. That this use of non-bargaining unit workers (Police Records Supervisors, Recruit Officers, and Officers on light duty) shall not layoff or result in layoff of bargaining unit members; or result in a reduction of bargaining unit employees or diminish the bargaining unit work.
4. That this is a one-time, non-precedent setting provision and shall sunset no later than September 30, 2023, unless mutually agreed to by the parties.

Be it further agreed that this Memorandum of Agreement shall be pursuant to the terms of Article 22/Grievance Procedure should there be any dispute regarding the interpretation and/or application of this memorandum.

Agreed this 28<sup>th</sup> day of June, 2023.

DocuSigned by:  
  
 Lisa Sakach, Director of Human Resources  
 City of Vancouver, WA

  
 Howard Bell, Executive Officer/Secretary-Treasurer  
 OPEIU Local 11  
  
 Cheyenne Russell, Union Representative  
 OPEIU Local 11