

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

This Memorandum of Agreement is entered into and between The City of Vancouver and the and the Office & Professional Employees International Union, Local 11 with the intent to allow proper communication between the parties listed above and in accordance with Article 12. Rates of Pay and Appendix "A" Classification and Rates of Pay within the Collective Bargaining Agreement.

It is mutually agreed by all parties effective January 1, 2024 the 2023 salary schedules for covered classification wages shall be adjusted by 100% of the CPI-U for Seattle/Tacoma/Bellevue for October to October, with a minimum of two percent (2%) and maximum of four percent (4%).

Effective January 1, 2024 all bargaining unit employees shall receive a four percent (4%) wage increase to their current wage rate; which shall be set forth in Appendix "A" Classification and Rates of Pay within the Collective Bargaining Agreement.

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 on this 29 day of November 2023.



Lisa Brandl, Deputy City Manager
City of Vancouver



Lee Lofon, Interim Human Resources Director
City of Vancouver



Howard Bell, Executive Secretary-Treasurer
OPEIU Local 11



Chyen Russell, Union Representative
OPEIU Local 11

