

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
CITY OF VANCOUVER, WASHINGTON  
AND THE**

**OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 11**

This Memorandum of Understanding is entered into between the City of Vancouver, Washington 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, Article 15 Employee Insurance and Appendix "A" within the Collective Bargaining Agreement.

It is mutually agreed upon ratification of the collective bargaining agreement, the City will pay in lieu of retroactivity of wages a one-time payment equal to 1.25% of 2024 annual base salary as of December 31, 2024. This will be payable after the first full pay period following ratification.

It is also mutually agreed upon ratification that Employer and employee contribution will be paid as follows for the month of January through May:

	January	February	March	April	May
Employee	90.54	90.54	329.48	329.48	329.48
City	1699.76	1699.76	1460.82	1460.82	1460.82

Be it further agreed that this Memorandum of Understanding 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.

**TENTATIVELY AGREED**

  
OPEIU Local 11 Chief Spokesperson      Date

  
City of Vancouver Chief Spokesperson      Date