

**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 1/Recognition and the Bargaining Unit within the Collective Bargaining Agreement.

It is agreed that a current employee serving as a Parking Enforcement Officer in the Economic Prosperity and Housing Department will be placed in a three-month Career Development assignment as a Support Specialist 3. If, at the end of this period, the employee meets the standards and requirements of the Support Specialist 3 position, the employer may appoint them to the role. The following provisions apply under Article 12.7.3 and Article 10:

1. Three-Month Career Development

The employee will serve in a Career Development position for a period of three months starting December 15, 2025. At the end of this period, the employer will determine whether the employee will be appointed to the Support Specialist 3 position or return to their previous position as a Parking Enforcement Officer.

2. Rate of Pay

During the three-month career development, the employee will continue to be paid at the rate of their current position as a Parking Enforcement Officer.

3. Waiver of Article 10 for This Vacancy

The parties agree to waive the requirements of Article 10 for this specific vacancy. If the employee successfully performs to the standards and requirements of the Support Specialist 3 position during the Career Development assignment, the employer may appoint the employee directly to the position.

4. One-Time, Non-Precedent-Setting Agreement

This agreement is a one-time, non-precedent-setting provision and shall expire on March 15, 2026.

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 16 day of March, 2026.

Signed by:

Antoinette Gasbarre

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**Antoinette Gasbarre, Director of Human Resources
City of Vancouver, WA**

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Cheyenne Russell

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**Cheyenne Russell, Union Representative
OPEIU Local 11**

Signed by:

Patrick Quinton

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**Patrick Quinton, Director of Economic Prosperity
and Housing
City of Vancouver, WA**

DocuSigned by:

Howard Bell

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**Howard Bell, Executive Officer/Secretary-Treasurer

OPEIU Local 11**