

**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 (“City”) and the Office & Professional Employees International Union, Local 11, AFL-CIO (“Union”) with the intent to ensure accurate communication between the parties listed above and in accordance with the Collective Bargaining Agreement.

Background

The City and the Union finalized a signed agreement on July 14, 2025, which was subsequently approved by the membership. Under normal circumstances, the City conducts budget supplementals to incorporate any changes to positions resulting from prior contracts, including updates reflected in Appendix A: Classification and Rates of Pay.

Because the scheduling of budget supplementals changed this cycle and a December 2025 planned action was cancelled, the City and the Union agree to use a temporary mechanism similar to Out-of-Class Pay for any added classification that has not yet gone through the required City Council approval. This approach ensures appropriate compensation for employees who were promoted into newly established classifications and positions.

The City acknowledges that promotions into these new positions are scheduled to take effect on January 16, 2026. Employees promoted on that date will receive compensation consistent with the agreed upon provisions outlined in Article 12.2.2, Promoted Employees.

Agreement

It is agreed by all parties that, due to the delay in implementation of classifications for the newly created positions, the City will temporarily utilize a process similar to Out-of-Class Pay until completion of the 2026 spring supplemental, currently planned for March of 2026. This supplemental will incorporate the wage adjustments required under Article 12.2.2, Promoted Employees, effective January 16, 2026. The City will calculate the impact of this change for each affected union member and will compensate employees based on the promoted classification into which they are placed and for which they are performing the duties.

It is further agreed by all parties that, moving forward and in an effort to create consistency, negotiated classification changes will be implemented when the City Council provides its approval, which occurs after the parties reach a tentative agreement and Union membership votes to accept it. The City does not have authorization to implement classification changes before receiving City Council approval.

This MOU is non-precedent setting, and evidence of this MOU cannot be used in any future disputes between the parties except to enforce the terms provided herein.

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 22 day of January, 2026.

Signed by:

Antoinette Gasbarre

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

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Cheyenne Russell

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

Signed by:

Lisa Brandl

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**Lisa Brandl, Deputy City Manager
Treasurer
City of Vancouver, WA**

DocuSigned by:

Howard Bell

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**Howard Bell, Executive Officer/Secretary-
OPEIU Local 11**