



Addendum to OPEIU 2025-2026 Collective Bargaining Agreement to Incorporate City of Vancouver Land Use Planners into the Bargaining Unit

Upon ratification of this Agreement, Land Use Planners will work under the provisions of the current and successor collective bargaining agreements between the City of Vancouver and OPEIU, Local 11.

This addendum addresses details regarding the specific transition from non-union to union employees in terms of wages, benefits, and FLSA status.

Wages:

Upon ratification of this Agreement, all employees in the Land Use Planners workgroup shall be placed into the OPEIU salary grade whose midpoint most closely matches, but does not fall below, the midpoint of their 2025 non-union salary grade. Because OPEIU salary grades have 8 steps and no precise midpoint, midpoint was calculated by adding step 1 and step 8 of a pay range and dividing the sum by 2 as a proxy for midpoint. Each employee will be placed at the 2025 step within that grade that is closest to, but not less than, their current base wage. The employee's step date will be reset to the date of January 1 for years beyond 2026.

There will be no change to any employee's PTO accrual rate as a result of this transition.

No employee will experience a reduction in pay under this agreement; however, if any employee's current salary exceeds the top step of the new range, they will have their pay red-circled, meaning their rate will be maintained until such time as the salary range increases beyond their current pay.

Range Placement:

Planner 1 – OPEIU Range 22

Planner 2 – OPEIU Range 28

Planner 3 – OPEIU Range 38

Medical Insurance:

Land Use Planners will move to the OPEIU Health and Welfare Trust effective 1/1/26. This will include having to participate in the OPEIU Trust's open enrollment.

FLSA Exemption Status:

Planner 1s are currently non-exempt and will remain non-exempt. Planner 2s and 3s are currently exempt and will transition to non-exempt as of the execution of this agreement (see Pay Details section).



No represented Planner position, regardless of FLSA status, will be eligible for City of Vancouver Exempt Leave or any other benefit not specified in the City of Vancouver and OPEIU collective bargaining agreement.

Pay Details

This agreement will be effective upon signature of both the Union and the City. Assuming the agreement is signed in December of 2025, the effective date for 2025 pay changes will be December 16, 2025. Then, effective January 1, 2026, employees will receive the COLA amount bargained by OPEIU in its 2025-2026 collective bargaining agreement with the City. Specifically, pay in 2025 and 2026 will be as follows:

Employee	Position	2025 Annual Pay	Current Monthly Pay	OPEIU Grade as of 12/1/25	OPEIU Step as of 12/16/25	Monthly pay 12/16/2025 12/31/2025	Monthly pay effective 1/1/2026
						OPEIU Monthly Pay as of 12/16/25	OPEIU Monthly Pay as of 1/1/2026 (3% COLA)
KA	Planner 1	84,816.00	7,068.00	22	7	7,220	7,437
KC	Planner 3	118,836.00	9,903.00	38	5	10,007	10,307
JH	Planner 2	104,244.00	8,687.00	28	8	8,708	8,969
KJ	Planner 3	129,372.00	10,781.00	38	8	11,148	11,482
MP	Planner 3	129,372.00	10,781.00	38	8	11,148	11,482
KS	Planner 2	92,652.00	7,721.00	28	5	7,818	8,053
AT	Planner 3	102,312.00	8,526.00	38	1	8,720	8,982

AGREED

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Cheyenne Russell

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OPEIU Local 11 Chief Spokesperson

12/30/2025

Date

Signed by:

Antoinette Gasbarre

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City of Vancouver Chief Spokesperson

12/29/2025

Date