

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is entered into by and between the City of Walla Walla (“Employer”) and AFSCME Local 1191-W (“Union”).

WHEREAS, the City contracted with a third party to conduct a Classification and Compensation Study of select positions in the Clerical/Administrative and Solid Waste divisions, the results of which recommended certain classification title changes and pay grades;

WHEREAS, the City is proposing a **new pay grade** for the following position: Landfill Equipment Operator; and

WHEREAS, the City has created **new classification titles and pay grades** for the following positions: Refuse Collector I and II changed to Sanitation Operator, Secretary – Water Distribution and Engineering changed to Administrative Specialist II, Medical Coding/Compliance Specialist changed to Medical Coding Specialist; and

WHEREAS, the City has created **new classification titles** for the following positions: Secretary changed to Administrative Specialist I, Cemetery Clerk changed to Administrative Specialist I, Emergency Medical Clerk changed to Administrative Specialist I; and

WHEREAS, the parties have discussed the proposed reclassification, creation of the new positions and job descriptions, and the process that will be used to implement the results of the Classification and Compensation Study for Union members; it is therefore

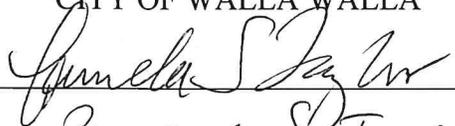
AGREED BY AND BETWEEN THE PARTIES HERETO, in consideration of the mutual promises contained herein and other good and valuable consideration, that:

1. Effective January 1, 2019, the attached AFSCME 1191-W BDPA Reclassification Implementation dated June 5, 2019, updated AFSCME Salary Schedule dated June 5, 2019, including new job titles will be implemented as provided in Paragraphs 2 and 3 below. Employees eligible for a salary adjustment as a result of the implementation of the Compensation and Reclassification Study will be paid retroactively to January 1, 2019, as outlined in Paragraphs 2 and 3 below.
2. Employees will be moved to the new pay grade to the nearest step above their current monthly salary effective January 1, 2019. Employees will maintain their current dates for Annual Step Increases, including 2019 step increases; then annually thereafter until they reach the top of the salary range (currently Step F).
 - a. For example, a Landfill Equipment Operator currently on Grade 84, Step C, \$24.399, will be placed on the new Grade 87, Step C, \$25.137. A Refuse Collector I currently on Grade 76 F, will be placed on the new Sanitation Operator Grade 83 E; then will move to Step F on their 2019 Annual Step Increase date. The Secretary - Engineering position currently on Grade 73, Step F, \$25.316 will be placed on the new Administrative Specialist II Grade 77, Step F, \$26.337.

- b. For clarification purposes, Ismael Caballero Jr.'s anniversary date for step increases is January 5th. Effective January 1, 2019, Ismael will be placed on the Sanitation Operator Range 83, Step D. Effective January 5, 2019, Ismael will be placed on the Sanitation Operator Range 83, Step E. Ismael will receive annual step increases thereafter on January 5th until he reaches the top of the salary range (currently Step F).
3. An exception will be made to the placement on the new pay grades for Phillip Millett as follows:
 - a. Phillip was initially hired as a Refuse Collector I and then was transferred to a Landfill Equipment Operator position on April 24, 2019. Effective January 1, 2019, Phillip will be placed on the Sanitation Operator Range 83, Step B. Effective April 24, 2019, Phillip will be placed on the Landfill Equipment Operator Range 87, Step C. Phillip will receive annual step increases thereafter on April 24th until he reaches the top of the salary range (currently Step F).
 4. This MOU does not establish a past practice and may not be used by either party as precedent in any future dispute.
 5. This MOU is effective when signed by both parties.
 6. This MOU shall be attached to and incorporated into the current collective bargaining agreement, and any dispute or difference as to the meaning, interpretation, or application of this MOU shall be resolved through the grievance procedure set forth in the current collective bargaining agreement.

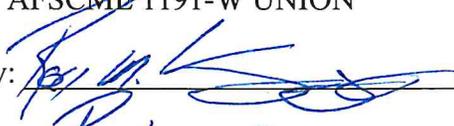
IN WITNESS WHEREOF, the parties indicate their agreement to the above terms and conditions of this Memorandum of Understanding by their signatures set forth below dated this 6th day of June, 2019.

CITY OF WALLA WALLA

By: 
 Name: Pamela S Taylor
 Date: 6/6/19

By: 
 Name: Nebiel Shawa
 Date: 6/6/2019

AFSCME 1191-W UNION

By: 
 Name: Rogelio M. Vazquez
 Date: 6-6-2019

By: 
 Name: STEVE PINKERTON
 Date: 6-6-19