

ORIGINAL

MEMORANDUM OF AGREEMENT

City of Sedro-Woolley and AFSCME Local 176-SW
November 26, 2014

RE: Offender Work Program (*Updated*)

The City of Sedro-Woolley and the Washington State Council of County and City Employees, American Federation of State, County and Municipal Employees, AFL-CIO, are party to a collective bargaining agreement (CBA) effective from January 1, 2009 through December 31, 2014.

The City Council adopted Ordinance 1667-10, an ordinance establishing the City of Sedro-Woolley's Offender Work program on February 24, 2010. The City and AFSCME entered into an MOU to address the Offender Work Program (OWP) on March 10, 2010. Since that time, the OWP has become established and grown to include a fulltime supervisor.

The OWP is intended to provide an opportunity for offenders sentenced by the Sedro-Woolley Municipal Court or other courts with offenders who have a connection to Sedro-Woolley to serve an alternative to jail and is designed with the following key elements in mind:

1. Provide an alternative to jail for the judge to sentence offenders;
2. To allow those offenders an opportunity to "give back" or serve the community by cleaning up sidewalks, parks, drainage ponds, and other tasks as assigned, etc.;
3. Using such tools as needed, but limited power tools, including weed eaters, push mowers, pressure washers, and leaf blowers;
4. To build some structure and accountability into the lives of these offenders; and
5. To include a limited group of offenders who are supervised by the OWP Supervisor with a program annual total number of offender hours not to exceed 7,280.

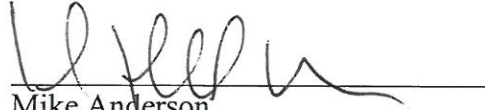
In creating this program it is the intent of the City that the work performed by the OWP is a by-product of the purpose of the program. It is not the City's intent to replace AFSCME bargaining unit workers or to take significant work presently done by the bargaining unit through the OWP. OWP workers will be provided with safety vests that are distinct from those safety vests worn by AFSCME employees ("Community Service Worker" stenciled or printed on the back).

In the event AFSCME has an objection to the scope of work performed by the OWP, both parties agree that prior to filing any grievance or unfair labor practice (ULP), they will convene a labor-management meeting to address and attempt to resolve those

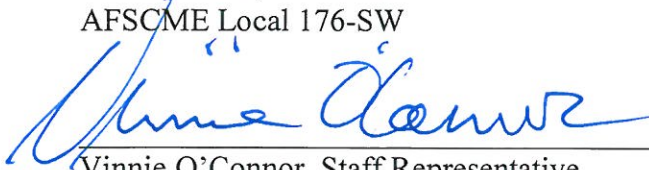
objections or concerns. Timeframes for filing grievances or ULPs will not begin until this informal labor-management process is resolved or results in impasse.



Brent Frisbee, President
AFSCME Local 176-SW



Mike Anderson
Mayor



Vinnie O'Connor, Staff Representative
AFSCME



Eron Berg
City Supervisor/Attorney