

Ratified 2/22/2017

MEMORANDUM OF AGREEMENT

**City of Sedro-Woolley and AFSCME Local 176-SW
February 9, 2017**

RE: Reopener for 2017 & 2018

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, 2015 through December 31, 2018.

A.3 of the CBA states as follows:

Wages for 2017 and 2018 shall be negotiated no later than November 30, 2016 and during such time, the only other provisions of the agreement that are subject to bargaining are the health and welfare provisions under Article 9. This provision is intended to be a limited opener of the agreement to address wages and medical benefits for 2017 and 2018.

The parties met and bargained and agree as follows:

1. Effective April 1, 2017:

Wages for all positions, other than the wastewater positions addressed in Paragraph 4, below, shall be increased three percent (3%).

2. Effective April 1, 2017, paragraph 4.8 of the Agreement is amended to increase pay as follows:

4.8 Stand-By Pay: A qualified employee assigned to operate the Wastewater Treatment Plant shall receive an additional two hundred fifty Dollars (\$250.00) as stand-by compensation for being on call for seven (7) consecutive days.

3. Effective April 1, 2017, wages for wastewater positions shall be as follows:

	0-6 Mos.	7-12
OIT	\$4,091	\$4,250

(position requires Group I license within twelve months of hire)

	Group I	I	II	II	III	III
Licensed Operator (I, II & III)	\$4,500	\$4,725	\$4,961	\$5,209	\$5,469	\$5,742

	Group II	II	III	III
Lead Operator	\$5,209	\$5,469	\$5,742	\$6,029

