

MEMORANDUM OF AGREEMENT

City of Sedro-Woolley and AFSCME Local 176-SW
April 24, 2019

RE: STEP Placement for new hire

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, 2018 through December 31, 2020.

The city is hiring a permit tech to replace Jo Ann Lazon who is retiring. The most qualified candidate for the position is a lateral hire with decades of experience in this position. The city would like to place the new employee on Step E of the wage scale consistent with paragraph A.2 of the Appendix to the CBA.

Both the city and the union desire to incentivize lateral transfers, encourage employee retention and recognize the value of prior service experience.

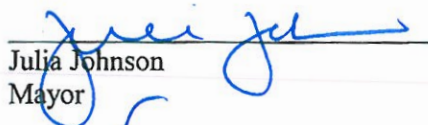
Effective upon signature, the city and the union agree:

1. Michelle Grace shall be placed at Step E.

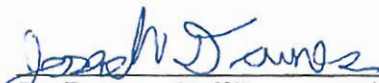
This MOU shall not create a precedent for the purposes of collective bargaining.



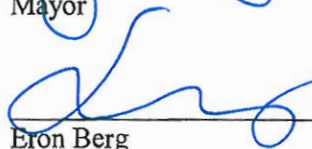
Kevin Kesti, President
AFSCME Local 176-SW



Julia Johnson
Mayor



Joe Downes, Staff Representative
AFSCME



Eron Berg
City Supervisor/Attorney