

**CONTRACT AMENDMENT #1**

**By and Between**

**THE CITY OF SEDRO-WOOLLEY, WASHINGTON**

**And**

**WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES AMERICAN FEDERATION OF  
STATE COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO (AFSCME), LOCAL #176-SW**

**2021 Labor Contract Extension**

This Amendment memorializes the agreement between the City of SEDRO-WOOLLEY ("City") and the Washington State Council of County and City Employee American Federation of State County and Municipal Employees, AFL-CIO (AFSCME), Local #176-SW ("Union"). The parties have reached mutual agreement to the following, which shall extend the current 2018-2020 collective bargaining agreement ("CBA") between the parties and amend the CBA with regard to the provisions outlined in Section 2 below.

**SECTION 1. PURPOSE**

WHEREAS, the current CBA, is due to expire on December 31, 2020,

WHEREAS, the parties have a mutual interest in extending the current contract through December 31, 2021,

NOW THEREFORE, the parties have met, discussed these matters, and have agreed to the following.

**SECTION 2. AGREEMENT REGARDING IMPACTS**

**A. COST OF LIVING ADJUSTMENT (COLA) for 2021:**

1. Article 20 WAGES, Section 20.01 of the CBA is hereby amended to read as follows:

"Effective January 1, 2021, a COLA of 2.00% shall be applied to all bargaining unit salary ranges listed in Attachment A of the Agreement.

**B. OPENER FOR SALARY REVIEW DURING 2021:**

1. The following three positions will remain open for salary survey market review and adjustment due to high variances from average of comparable cities (+/- 20%):

- a. Deputy Clerk – Current staff member: Christine Salseina.
- b. Public Works Operations Supervisor – Current staff member: Nathan Salseina.
- c. Solid Waste & Fleet Supervisor – Current staff member: Leo Jacobs.

**C. Article 21.1 DURATION is hereby amended as follows:**

"21.1 This Agreement is effective January 1, 2018, and shall remain in full force and effect through December 31, 2021, and shall remain in effect during the course of negotiations on a successor Labor Agreement

**SECTION 3. MISCELLANEOUS**

- A. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this contract extension.
- B. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the CBA's grievance procedures.

**SECTION 4. SIGNATURES**

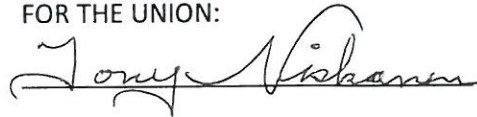
By signature below, all parties agree that the above represents the parties' full and entire agreement with regard to the ONE-YEAR EXTENSION OF THE CURRENT CBA through December 31, 2021.

Signed this Fourth day of November, 2020.

FOR THE CITY OF SEDRO-WOOLLEY

  
\_\_\_\_\_  
Julia Johnson, Mayor

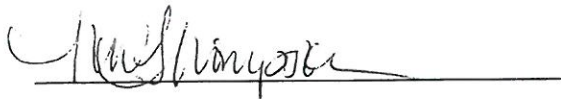
FOR THE UNION:

  
\_\_\_\_\_  
Tony Niskanen, President

Attest:

  
\_\_\_\_\_  
Doug Merriman, Finance Director

Approved as to form:

  
\_\_\_\_\_  
Nikki Thompson, City Attorney