

MEMORANDUM OF UNDERSTANDING

RE: AMENDED 2023 WAGE INCREASE
FROM 4.0% to 6.5%

Amended to the

AGREEMENT

by and between
CITY OF CLYDE HILL, WASHINGTON
and
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL
UNION NO. 763
(Representing the Law Enforcement Officers)

January 01, 2021 through December 31, 2024

THIS MEMORANDUM OF UNDERSTANDING (MOU) is supplemental to the AGREEMENT by and between the City of Clyde Hill (City) and the Public, Professional & Office-Clerical Employees and Drivers Local Union No. 763, representing the City's Law Enforcement Officers (Union).

WHEREAS, the parties have ratified a Collective Bargaining Agreement (CBA) effective January 01, 2021 through December 31, 2024; and

WHEREAS, the parties agree that in the current economic environment, recruitment and retention of law enforcement officers has become more challenging; and

WHEREAS, the parties have reopened the CBA on the subject of wages for union-represented law enforcement officers to address these challenges; and

WHEREAS, to address the economic impacts and impacts on working conditions for law enforcement officers, the City has agreed to amend the base wage schedule from 4.0% to 6.5% in Appendix "A" of their CBA for 2023 for these employees; and

WHEREAS, this increase in the base wage schedule for 2023 requires an amendment to Section 12.4 of the CBA to address the impact of that increase on the 2023 cafeteria plan; and

WHEREAS, the CBA addresses the compensation due to employees and it is the intention of the parties, through this MOU, to provide for this wage adjustment;

NOW THEREFORE, the City and the Union agree as follows:

1. To address the above-described economic impact and impacts on working conditions, the City will provide all union-represented law enforcement officers who are employed by the City at the time this MOU is executed an increase in their negotiated wage adjustment for 2023 from 4.0% to 6.5%. Cafeteria plan moneys referenced in 12.4 and A.1 will be adjusted accordingly.

2. Section A.1 of Appendix A is hereby amended to read as follows: Effective January 01 of each year covered by this Agreement, the monthly rates of pay for employees covered by this Agreement shall be increased by the following percentages: 1-1-2021 three percent (3%). 1-1-2022 four and one half percent (4.5%), 1-1-2023 six and one-half percent (6.5%) and 1-1-2024 four percent (4.0%). In addition, the City's contribution for use in the cafeteria plan will be as set forth in Section 12.4, adjusted by the same percentage as wages, i.e. 4.5% for 2022 and 6.5% for 2023 and 4.0% for 2024.

Year	Increase	Step 1 00-12m	Step 2 13-24m	Step 3 25-36m	Step 4 37-48m	Step 5 49-60m	Step 6 61+m
2021	3.0%	\$5,736	\$6,086	\$6,434	\$6,819	\$6,960	\$7,276
2022	4.5%	\$5,995	\$6,360	\$6,724	\$7,269	\$7,565	\$7,909
2023	6.5%	\$6,385	\$6,774	\$7,162	\$7,742	\$8,057	\$8,424
2024	4.0%	\$6,641	\$7,045	\$7,449	\$8,052	\$8,380	\$8,761

3. Cafeteria plan moneys referenced in Section 12.4 are hereby amended to read as follows:

2022: \$842.04 plus 4.5% = \$879.93
 2023: \$879.93 plus 6.5% = \$937.13
 2024: \$937.13 plus 4% = \$974.62

4. This 2.5% increase and the related cafeteria plan adjustment constitute a full and final agreement pursuant to RCW 41.56. The parties agree that this MOU does not set a precedent for future CBA reopeners. This MOU is intended to document the agreement of the parties with regard to the above referenced wage increase and cafeteria plan adjustment and, except as stated herein, does not alter any other terms of the CBA, which shall remain in full force and effect.

DONE this 10th day of January 2023

~~PUBLIC, PROFESSIONAL & OFFICE~~ CITY OF GLYDE HILL, WASHINGTON
~~CLERICAL EMPLOYEES AND DRIVERS~~
 LOCAL UNION NO. 763, affiliated with the
 International Brotherhood of Teamsters

By 
 Chad Baker, Secretary-Treasurer

By 
 Marianne Klaas, Mayor

Date 1/9/23

Date 1/13/23