

City of Woodland

HUMAN RESOURCES
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DATE: September 27, 2017

TO: David Swim, D. P. A.
Goyette Assn

Reece Ulrich
President – WCEA

FROM: Sheila McShane
Human Resources Manager

SUBJECT: MEMORANDUM OF UNDERSTANDING (MOU) SIDE LETTER OF AGREEMENT

This side letter of agreement serves to memorialize our agreement post labor negotiations.

The following modifications shall be made to the Memorandum of Understanding between the City and WCEA covering the period from July 1, 2016 to June 30, 2019.

1. **Salary Adjustments** for certain positions. The City had engaged a consultant to conduct a Compensation Study. The City and the Association reviewed the results and identified several job classifications that required increases. After several meetings between the City and the Association, the following positions received increases:

Facility Maintenance Worker

5.0% increase for the Facility Maintenance Worker II (Range 39 to Range 41)
5.0% increase for the Facility Maintenance Worker III (Range 43 to Range 45)

Heavy Equipment Mechanic

2.5% Increase for the Heavy Equipment Mechanic (Range 45 to Range 46)

Maintenance Worker Series

2.5% Increase for the Maintenance Worker II (Range 39 to Range 40)
2.5% Increase for the Maintenance Worker III (Range 43 to Range 44)
5.0% Increase for the Maintenance Supervisor (Range 51 to Range 53)

Recreation Coordinator/Supervisor

5.0% Increase for the Recreation Coordinator (Range 34 to Range 36)
5.0% Increase for the Recreation Supervisor (Range 48 to Range 50)

Utilities Worker II/III (Both Sewer and Water) Series

2.5% Increase for the UMW II (Range 41 to Range 42)
2.5% Increase for the UMW III and Meter Technician (Range 45 to Range 46)
Create a flexible promoted UMW III/IV
Set the Utility Maintenance Worker IV 10% over the UMW III (Range 50)
Set the Senior Utility Maintenance Worker 10% above the UMW IV (Range 49 to Range 54)

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Water System Operator II

2.5% Increase for the Water System Operator II (Range 44 to Range 45)

2.5% Increase for the Senior Water System Operator (Range 49 to Range 50)

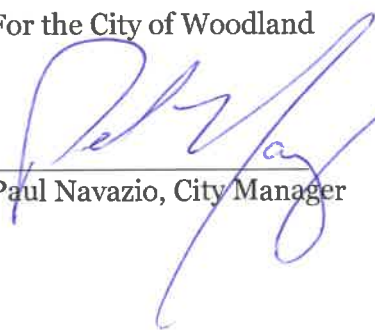
These changes were effective August 1, 2017.

2. **Bilingual Policy.** The City updated the Bilingual Policy to better reflect the demographics in the City as well as increasing the stipend for those who are designated as bilingual. This change was effective August 1, 2017.
 - a. Section 2.8.1 states: "Designated bilingual employees shall receive additional compensation above their regular salary at a rate of one hundred and fifty (\$150) dollars month." The City policy has changed to expand the eligible languages and the compensation shall be two hundred dollars (\$200) per month. This stipend is included in base pay calculation for the purpose of overtime calculation.
3. **Medical Rates for 2017 Section 4.1.3.1.** The Medical rates for employees hired after April 23, 2007 for "Employee Only" was understated for January 1, 2018. The Employee only maximum reimbursement for 2018 should be \$742.54. This new rate will affect 2019 as well. As this rate is contingent upon PERS Health increase in 2018, this number is to be determined. This employee only rate is effective January 1, 2018.
4. **Addition of a two (2) new positons in the Unit**
 - a. Underground Utility Service Locator (Range 46)
 - b. Utility Maintenance Worker IV (salary range 50). Please note: This is a split classification with the Utility Maintenance Worker III.

These job classifications were effective August 1, 2017.

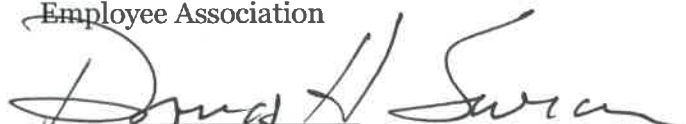
Agreed to this Date:

For the City of Woodland



Paul Navazio, City Manager

For the City of Woodland
Employee Association


David Swim, D.P. A.
Goyette
Reece Ulrich
WCEA President