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BY: *[Signature]*.....

CITY OF SULTAN
WASHINGTON
RESOLUTION NO. 22-15

A RESOLUTION OF THE CITY OF SULTAN, WASHINGTON,
APPROVING THE MOU BETWEEN THE CITY OF SULTAN AND
TEAMSTERS LOCAL 763

WHEREAS, the City of Sultan and Teamsters local 763 approved a three year agreement on January 27, 2021 ("the Contract"); and

WHEREAS, an MOU to this contract was approved and adopted under Resolution 21-12 on May 27, 2021; and

WHEREAS, the Union and the City negotiated a pay scale increase for both positions that reflects the market rate and drafted a Memorandum of Understanding to reflect that increase ("MOU"); and

WHEREAS the Union and the City negotiated a one-time lump sum payment to be paid out January 5, 2023; and

WHEREAS the Union and the City negotiated a one-time lump sum payment to be paid out December 5, 2023; and

WHEREAS, the City of Sultan and Teamsters local 763 approved a one year extension of this agreement thru December 31, 2023;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SULTAN, WASHINGTON, DOES RESOLVE AS FOLLOWS:

Section 1. The City Council of Sultan wishes to adopt the MOU as an amendment to the current Teamsters 763 and City of Sultan Contract. The Mayor is hereby authorized to execute the MOU for the purposes herein described, substantially in the form attached hereto as Exhibit A.

PASSED BY THE CITY COUNCIL AT A REGULAR MEETING THEREOF ON THE 17th DAY OF NOVEMBER, 2022.

CITY OF SULTAN

[Signature]

Russell Wiita, Mayor

ATTEST/AUTHENTICATED:

[Signature]
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Tami Pevey, City Clerk

EXHIBIT A

MEMORANDUM OF UNDERSTANDING

by and between
CITY OF SULTAN, WASHINGTON
 And
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763
 (Representing the Public Works and Office-Clerical Employees)

January 01, 2020 through December 31, 2022
 Extended Through
 January 01, 2023 through December 31, 2023

THIS MEMORANDUM OF UNDERSTANDING is by and between the CITY OF SULTAN, WASHINGTON, hereinafter referred to as the Employer, and PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the Union.

The Employer and the Union agree to extend the terms and conditions of the January 1, 2020 through December 31, 2022 Collective Bargaining Agreement ("Agreement") for a period of one (1) year, with the following amendments:

1. Wage Increases - Effective January 01, 2023, the hourly rates of pay for classifications covered by the Agreement shall be increased by five percent (5%), as follows:

| CLASSIFICATIONS | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F |
|---------------------------------------|---------|---------|---------|---------|---------|---------|
| | 00-12m | 13-24m | 25-36m | 37-48m | 48-60m | 61m + |
| Administrative Assistant | \$28.19 | \$29.09 | \$30.04 | \$31.02 | \$32.02 | \$33.06 |
| Building Inspector | \$34.79 | \$35.93 | \$37.08 | \$38.30 | \$39.54 | \$40.82 |
| Community Service Officer | \$28.19 | \$29.09 | \$30.04 | \$31.02 | \$32.02 | \$33.06 |
| Deputy Clerk | \$24.80 | \$25.60 | \$26.44 | \$27.30 | \$28.18 | \$29.10 |
| Deputy Treasurer | \$31.28 | \$32.30 | \$33.35 | \$34.43 | \$35.55 | \$36.71 |
| Grant Coordinator | \$22.82 | \$23.56 | \$24.33 | \$25.13 | \$25.94 | \$26.79 |
| Permit Assistant | \$20.11 | \$22.58 | \$24.30 | \$27.41 | \$29.84 | \$32.26 |
| Planning Associate, Assistant Planner | \$34.09 | \$35.20 | \$36.35 | \$37.53 | \$38.75 | \$40.01 |
| Senior Planner | \$43.70 | \$45.12 | \$46.58 | \$48.10 | \$49.66 | \$51.28 |
| Utility Billing Specialist | \$28.19 | \$29.09 | \$30.04 | \$31.02 | \$32.02 | \$33.06 |
| Utility Clerk/Receptionist | \$22.82 | \$23.56 | \$24.33 | \$25.13 | \$25.94 | \$26.79 |
| Utility Lead Worker | \$31.57 | \$32.59 | \$33.65 | \$34.74 | \$35.87 | \$37.03 |
| Utility Worker 2 | \$28.74 | \$29.68 | \$30.65 | \$31.64 | \$32.66 | \$33.73 |
| Utility Worker 1 | \$22.82 | \$23.56 | \$24.33 | \$25.13 | \$25.94 | \$26.79 |
| Water Systems Manager | \$36.07 | \$37.24 | \$38.45 | \$39.70 | \$41.00 | \$42.33 |
| Water Treatment Plant Operator 1 | \$28.74 | \$29.68 | \$30.65 | \$31.64 | \$32.66 | \$33.73 |
| Water Treatment Plant Operator 2 | \$31.57 | \$32.59 | \$33.65 | \$34.74 | \$35.87 | \$37.03 |

EXHIBIT A

| | | | | | | |
|--|---------|---------|---------|---------|---------|---------|
| Waste Water Treatment Plant Manager | \$36.07 | \$37.24 | \$38.45 | \$39.70 | \$41.00 | \$42.33 |
| Waste Water Treatment Plant Operator 1 | \$28.74 | \$29.68 | \$30.65 | \$31.64 | \$32.66 | \$33.73 |
| Waste Water Treatment Plant Operator 2 | \$31.57 | \$32.59 | \$33.65 | \$34.74 | \$35.87 | \$37.03 |

2. One-Time Lump-Sum Payments - The Employer agrees that each member of the bargaining unit in active employee status as of January 05, 2023 shall receive a lump-sum payment of two thousand dollars (\$2,000.00), which is subject to appropriate taxes and withholdings.


In addition, the Employer agrees that each member of the bargaining unit in active employee status as of December 05, 2023 shall receive a lump-sum payment of two thousand dollars (\$2,000.00), which is subject to appropriate taxes and withholdings.

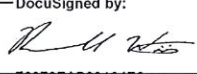
3. Term of Agreement - This Memorandum of Understanding shall be effective January 01, 2023 and shall remain in full force and effect through December 31, 2023.

All other terms and conditions in the Agreement shall remain unchanged.

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the International Brotherhood of Teamsters

CITY OF SULTAN, WASHINGTON

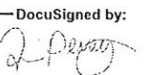
By 
 Chad Baker
 Secretary-Treasurer

DocuSigned by:

 76379EAB08164E6...
 Russell Wifa
 Mayor

Date 11/29/22

Date 11/18/2022

ATTEST

DocuSigned by:

 95FC34C481FC42E...
 Tami Pevey
 City Clerk
 11/21/2022