

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF McCLEARY, WA
AND THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 77

This Memorandum of Understanding is entered into by the City of McCleary, WA (City) and the International Brotherhood of Electrical Workers Local No. 77 (IBEW), with the intent to allow proper communication between the parties listed above and in accordance with Article 8 Employee Compensation within the Collective Bargaining Agreement.

In 2023, the parties bargained and signed a Collective Bargaining Agreement with a term of January 1, 2023 to December 31, 2025. Wage tables are outlined with this Agreement for represented union positions. It is the desire of the City and IBEW to amend an additional job classification to the wage tables beginning in 2024 and be added into the Collective Bargaining Agreement. Wages for the position have been bargained between both parties in good faith and based on a mutual review of position market conditions.

It is also the desire of the City and IBEW to amend existing language in article 8.9 of the Collective Bargaining Agreement. The amendment is being sought to expand and correct language contained within article 8.9 for Out of Class Premium, and to allow for appropriate compensation for employees working out of class.

Therefore, it is mutually agreed by the parties, that the current Agreement is amended as follows:

- **A new position class of “IT Network Administrator” is hereby added to the 2024 and 2025 wage tables attached. This position is added on a trial basis’s spanning the current contract period and could be subject to outsourcing if there are no qualified internal candidates in the IBEW Union.**
- **Modification of existing language within article 8.9 to read as follows: “Out of Class Premium – Any employee assigned by the employer to work out of classification within the bargaining unit shall be paid at the higher classification rate of pay at the same step they are currently in for their classification in the higher classification scale for each hour worked out of class. If an employee is assigned to perform work equal to an existing exempt position, the employee will receive compensation at the rate of 15% above their current hourly rate for all hours worked out of class. The power and light crew will receive the appropriate rate of pay after four (4) hours worked out of class.”**

Be it further agreed that the parties represent that any and all bargaining obligations concerning the matters expressed herein have been fulfilled. Additionally, that this Memorandum of Understanding

shall be pursuant to the terms of Article 14 Grievance Procedures, should there be any dispute regarding the interpretation and/or application of this memorandum.

 Agreed to by Chris Miller
 Mayor

 Jason Trotter, Business Agent
 IBEW Local No. 77

 Jenna Amsbury
 Clerk Treasurer

 Rex Habner, Business Manager
 IBEW Local No. 77

2024 Wage Table (4% Increase over the 2023 wage scale)

OTHER REPRESENTED POSITIONS

Classification	Step A	Step B	Step C	Step D	Step E	Step F
Office Clerk	No Change					
Public Works Planning Assistant	No Change					
Utility Accounts Manager	No Change					
Building Official	No Change					
Deputy City Clerk Treasurer	No Change					
IT Network Administrator	\$7,343	\$7,602	\$7,860	\$8,119	\$8,377	\$8,636

2025 Wage Table (3% Increase over the 2024 wage scale)

OTHER REPRESENTED POSITIONS

Classification	Step A	Step B	Step C	Step D	Step E	Step F
Office Clerk	No Change					
Public Works Planning Assistant	No Change					
Utility Accounts Manager	No Change					
Building Official	No Change					
Deputy City Clerk Treasurer	No Change					
IT Network Administrator	\$7,563	\$7830	\$8,096	\$8,362	\$8,629	\$8,895