



**BUSINESS OF THE CITY COUNCIL
CITY OF MERCER ISLAND**

**AB 6531
September 3, 2024
Consent Agenda**

AGENDA BILL INFORMATION

TITLE:	AB 6531: Ratification of MOU with AFSCME Regarding Certification Pay	<input type="checkbox"/> Discussion Only <input checked="" type="checkbox"/> Action Needed: <input checked="" type="checkbox"/> Motion <input type="checkbox"/> Ordinance <input type="checkbox"/> Resolution
RECOMMENDED ACTION:	Ratify the July 2024 MOU with AFSCME regarding certification pay.	

DEPARTMENT:	Administrative Services
STAFF:	Ali Spietz, Chief of Administration Jason Kintner, Chief of Operations
COUNCIL LIAISON:	n/a
EXHIBITS:	1. Memorandum of Understanding By and Between the City of Mercer Island and the Washington State Council of County and City Employees, AFSCME, SFL-CIO Local #21-M Regarding Certification Pay
CITY COUNCIL PRIORITY:	n/a

AMOUNT OF EXPENDITURE	\$ n/a
AMOUNT BUDGETED	\$ n/a
APPROPRIATION REQUIRED	\$ n/a

EXECUTIVE SUMMARY

The purpose of this agenda bill is for the City Council to ratify a Memorandum of Understanding (MOU) with the Washington State Council of County and City Employees, AFSCME, SFL-CIO Local #21-M (AFSCME) regarding certification pay.

- The City and AFSCME entered into a collective bargaining agreement on June 28, 2022 for 2022-2024 and agreed to a re-opener to bargain certification pay for AFSCME members.
- The intent of the re-opener was to allow the parties to meet to bargain a system where employees receive additional compensation to their base rate of pay, based upon certain additional certifications achieved.
- In 2023, the City and AFSCME bargained the addition of education, foreign language, and certification pay to the CBA.
- On September 19, 2023, the City Council authorized the City Manager to sign the revised CBA which included the new language for additional compensation ([AB 6342](#)).
- On February 23, 2024, AFSCME filed a grievance regarding the City’s decision to deny certification pay for certain employees.
- Following meeting with the City Manager regarding the grievance, the City and AFSCME agreed to resume negotiations about certification pay.

- The City and AFSCME reached agreement in June 2024 and signed the MOU regarding changes to the certification pay section (Exhibit 1).
- City Council ratification of the MOU is needed to formalize the changes.

BACKGROUND

The City and AFSCME entered into a collective bargaining agreement on June 28, 2022 for 2022-2024 and agreed to a re-opener to bargain certification pay for AFSCME members. The intent of the re-opener was to allow the parties to meet to bargain a system where employees receive additional compensation to their base rate of pay, based upon certain additional certifications achieved.

In 2023, the City and AFSCME bargained the addition of education, foreign language, and certification pay to the CBA and on September 19, 2023, the City Council authorized the City Manager to sign the revised CBA which included the new language for additional compensation ([AB 6342](#)).

ISSUE/DISCUSSION

On February 23, 2024, AFSCME filed a grievance regarding the City's decision to deny certification pay for certain employees. Following meeting with the City Manager regarding the grievance, the City and AFSCME agreed to resume negotiations about certification pay.

The City and AFSCME reached agreement in June 2024 and signed the MOU regarding changes to the certification pay section (Exhibit 1). The MOU clarifies that all employees who had certifications (listed in Section I(4) of Article 12) as of September 19, 2023, would receive pay for those certifications and that they will continue to receive the pay if proper documentation is submitted each year.

NEXT STEPS

With the signing of the MOU, the grievance was settled, and certification pay has been processed for any employees impacted by the changes. City Council ratification of the MOU is now needed to formalize the changes.

RECOMMENDED ACTION

Ratify the July 2024 Memorandum of Understanding by and between the City of Mercer Island and the Washington State Council of County and City Employees, AFSCME, SFL-CIO Local #21-M regarding certification pay.