

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE CITY OF SEATTLE

AND

THE SEATTLE PARKING ENFORCEMENT OFFICERS' GUILD

**RE: Collective Bargaining Agreement Extension, Effective January 1, 2022 through
December 31, 2023**

This MOU is entered into by and between the City of Seattle (City) and the Seattle Parking Enforcement Officers' Guild, (Guild), (collectively, the Parties) setting forth the terms of a two-year extension to the Parties' previous collective bargaining agreement that expired on December 31, 2021 ("1/1/2019-12/31/2021 CBA"). The Parties agree to the terms and conditions outlined below and agree the term of this MOU shall be January 1, 2022 through December 31, 2023. The Parties further agree that all other terms and conditions of the 1/1/2019-12/31/2021 CBA shall remain in full force and effect during the two-year term of this MOU.

Annual Wage Increase:

- A four percent (4%) Annual Wage Increase (AWI) shall be applied to 2021 base wage rates for all Guild members, and shall be paid retroactively starting the first full pay period of January 2022.
- A two and one-half percent (2.5%) Annual Wage increase (AWI) and a one and one-half percent (1.5%) market adjustment, for a total combined increase of four percent (4%), shall be applied to 2022 base wage rates for all Guild members and shall be paid retroactively starting the first full pay period of January 2023.
- If the Coalition of City Unions receives an AWI adjustment for 2023 that is greater than the combined 2.5% AWI and the 1.5% market adjustment combined, the city agrees to increase the Guild's AWI by the difference. (Example: If the Coalition receives a 4.5% AWI, then Guild members would receive an additional .5% AWI on top of their existing 4% increase for 2023.)

Additional Holidays:

- Juneteenth and Indigenous Peoples' Day (2nd Monday in October) shall be paid City holidays and will be added to the list of paid holidays in Article 10.1 of the Parties' 1/1/2019-12/31/2021 CBA. These two new paid holidays shall be treated like all other paid holidays, as provided in the Parties' 1/1/2019-12/31/2021 CBA.

Other Terms and Conditions:

- SPEOG agrees to recommend this MOU to its membership.

- From the date of the Guild membership’s ratification of this MOU through the expiration date of this MOU, SPEOG agrees the OPA has the authority and jurisdiction to investigate complaints in which a SPEOG member is a named employee or witness.
- In consideration of the uncertainty as to which Department (other than SPD) the Seattle Parking Enforcement Division will ultimately report during the life of this MOU, the Parties agree to work during the course of this MOU to identify and discuss issues associated with identifying the appropriate department in which to place the parking enforcement officers.
- If, during the life of this MOU, Parking Enforcement is moved to another agency (other than SPD), SPEOG will agree to allow OPA investigations to continue and will not contest OPA’s jurisdiction and authority to investigate complaints in which a SPEOG member is a named employee or witness. The Parties agree that neither party waives its stance taken prior to the execution of this MOU and after the transfer of Parking Enforcement to SDOT as to OPA’s jurisdiction or authority to investigate complaints in which a SPEOG member is a named employee.
- The Guild agrees to not appeal the PERC ruling in Case 134758-U-22.
- The Parties mutual agreement to drop Safety Committee charge and pending bad faith bargaining claims in PERC Case No’s: 135059-U-22; 135186-U-22; and 135385-U-22.
- All other terms of the Parties’ 1/1/19-12/31/21 CBA will remain in effect through the expiration of this MOU.
- This constitutes the entire agreement between the Parties regarding the subject matter herein and all Parties acknowledge that there are no side agreements, written, oral, or otherwise. No modification to this agreement is valid unless in writing and signed by the Parties.

City of Seattle:

SPEOG:

Bruce Harrell Date
Mayor

Chrisanne Sapp, Date
SPEOG President

Shaun Van Eyk Date
Labor Relations Director

Jeff Clark Date
Labor Negotiator