

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE CITY OF SEATTLE
AND
INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 286**

Whereas, licensure requirements regarding steam plant operation at Seattle Center requires that employees obtain a Grade II or above Steam Engineer's license; and,

Whereas, Seattle Center has faced significant difficulty recruiting and retaining employees with the necessary license with the potential of experiencing costly reductions in operations; and,

Whereas, a review by the Compensation and Classification Division of the Seattle Department of Human Resources determined that the salary of similarly situated employees in comparable jurisdictions is on average approximately 10% higher; and,

Whereas, it is essential to the business operations at Seattle Center to successfully compete in the labor market for the required skill set;

Now therefore, the Parties agree that effective April 8, 2015, employees at Seattle Center in the Heating, Ventilation, and Air Conditioning Technician (HVAC Tech) classification and in Building Operating Engineer classifications except Trainee, who are required to obtain a Grade II or above Steam Engineer's license shall receive a premium pay of ten percent (10%) of their regular hourly wage in addition to their respective regular hourly wage while required to be so licensed. Employees not required or no longer required to be licensed shall not be eligible for the premium pay.

For IUOE Local 286

For the City of Seattle

Mike Bolling, Business Rep. Date

Michael South, Labor Negotiator Date

For Seattle Center

Robert Nellams, Director Date