MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN THE CITY OF SEATTLE

AND

Local 242

RE: Agreement on midterm contract wage adjustment for Park Rangers

This Memorandum of Understanding (MOU), regarding the implementation and settlement for Park Ranger wage adjustments. The following terms and condition shall apply all other conditions of the 2023 collective bargaining agreement will be in effect though the coalition bargaining process. This agreement is entered into by and between the City of Seattle (City) and Local 242), (collectively, the Parties).

Background:

Seattle Parks & Recreation submitted a request on February 16, 2023 to revise the existing Park Ranger classification as well as create two (2) new titles for a full series (senior and supervisory levels).

The new title requests for the Park Ranger, Senior and Park Ranger, Supervisor support newly defined bodies of work to provide lead responsibilities. Additionally, these new levels allow for Seattle Parks & Recreation to create a career ladder and support growth and development of existing Park Rangers.

The Park Ranger, Supervisor will not be represented. The classification specification content identifies clear distinguishing characteristics and separation of bargaining unit work performed by Local 242.

Wage Adjustment:

• The parties agree to amend and modify the collective bargaining agreement effective April 5,2023 and to update the wage table with the following:

Title/Grade	Step 1 0-1 year	Step 2 1-2 years	Step 3 2-3 years	Step 4 3-4 years	Step 5 5 years and more
Park Ranger	\$29.07	\$30.51	\$31.97	\$33.56	\$35.26

Park Ranger, Senior	\$33.56	\$35.26	\$37.01	\$38.86	\$40.83	
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• The parties agree this will be the only market adjustment for the above classifications for the current bargaining cycle. The classification will be eligible to receive an AWI for 2023 and future AWI adjustments negotiated through the coalition bargaining process.

Other Terms and Conditions:

- Employees listed in the attachments shall have their seniority carry with them into the Park Ranger classifications. If the employee elects to not move to one of the new classifications, this provision shell does not apply.
- All other remaining terms of the current CBA will remain in effect.
- This agreement is non-precedent and can not be used in any future negotiations, grievances, or demand to bargains.
- This constitutes the entire agreement and resolves all issues 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.

For Local 242 Date Dale Cannon, Secretary Treasure Business Manager For the City of Seattle Jeff Clark, Labor Negotiator

Date

For Local 242 Date Kathy Wilkens, Business Agent

For the City of Seattle Date Shaun Van Eyk, Labor Relations Director

For the City of Seattle Bruce Harrell, Mayor

Date