Kimberly Loving/Shaun Van Eyk/sb SDHR Park Rangers MOU ORD 1 **CITY OF SEATTLE** ORDINANCE 126808 2 120553 3 COUNCIL BILL 4 5 AN ORDINANCE relating to City employment; authorizing the execution of a Memorandum of Understanding between The City of Seattle and Local 242; establishing a new title and 6 rate of pay; and ratifying and confirming certain prior acts. 7 8 9 WHEREAS, the City and Local 242 identified a need to bargain over rates of pay due to a 10 change in job duties, and to establish additional classifications in a Park Ranger 11 classification series; and 12 WHEREAS, The City of Seattle and Local 242 entered into negotiations, and came to a tentative 13 agreement as memorialized in a Memorandum of Understanding; NOW, THEREFORE, 14 BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS: 15 Section 1. As requested by the Seattle Human Resources Director and recommended by 16 the Mayor, the Mayor is authorized on behalf of The City of Seattle to execute a Memorandum 17 of Understanding with Local 242 substantially in the form attached to this ordinance as 18 Attachment 1 and identified as "Memorandum of Understanding by and between The City of 19 Seattle and Local 242," after the union completes its approval process. 20 Section 2. As recommended by the Seattle Human Resources Director, the following title and salary rates are established as displayed below, effective as of the date shown and pay is 21 22 authorized as of the effective date: 23

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Department:	Seattle Parks & Recreation
New Title:	Park Ranger, Supervisor
Salary Range:	\$35.22 - \$37.01 - \$38.86 - \$40.83 - \$42.86
Report:	20487
Effective Date of Title:	4/1/2023

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Section 3. Any act consistent with the authority of this ordinance taken prior to its

effective date is ratified and confirmed.

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1	Section 4. This ordinance shall take effect and be in force 30 days after its approval by					
2	the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it					
3	shall take effect as provided by Seattle Municipal Code Section 1.04.020.					
4	Passed by the City Council the day of, 2023,					
5	and signed by me in open session in authentication of its passage this day of					
6	, 2023.					
7	mosquede					
8	President Pro Tem of the City Council					
9	Approved / returned unsigned / vetoed this https://example.com/ y approved / returned unsigned / vetoed this https://example.com/ y approved / http					
10	Bruce Q. Hanell					
11	Bruce A. Harrell, Mayor					
12	Filed by me this 9th day of May , 2023.					
13	Am In					
14	Anne Frantilla, Interim City Clerk					
15	(Seal)					
16 17 18 19	Attachments (if any): Attachment 1 – Memorandum of Understanding by and between The City of Seattle and Local 242 Exhibit A – Attachment to Memorandum of Understanding					

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

• 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 Dale Cannon, Secretary Treasu Business Manager	Date re	For the City of Seattle Jeff Clark, Labor Negotiator	Date
For Local 242 Kathy Wilkens, Business Agen	Date t	For the City of Seattle Shaun Van Eyk, Labor Relations	Date Director
		For the City of Seattle Bruce Harrell, Mayor	Date

Attachment to

Memorandum of Understanding

By and between The City of Seattle

and

Local 242

Re: Agreement on midterm contract wage adjustment for Park Rangers

For layoff and bumping purposes, service credit in the Park Ranger classification will be granted to the employees listed below beginning on the date shown below:

<u>Name</u>	<u>Date</u>
Martin Lopez	8/24/2016
Lisa Harrison	12/27/2007
Brian Gay	9/15/2015
Sandra Wilcox	4/30/2008
Jordan Sorensen	5/4/2016
Louis Richardson	8/7/2019