

MEMORANDUM OF AGREEMENT
Rollover and Modification to the 2022-2024 Collective Bargaining Agreement

By and Between
The City of Arlington (the "City")
and
Arlington City Employees, Local 2849 of the Washington State Council of County and City
Employees, Council 2, AFSCME

This Memorandum of Agreement by and between the City of Arlington and the Arlington City Employees, Local 2849 of the Washington State Council of County and City Employees, Council 2, AFSCME ("Union") shall apply to employees covered by the Collective Bargaining Agreement ("CBA") that came into effect January 1, 2022, and is set to expire on December 31, 2024. Collectively these groups shall be known as the "parties."

The parties hereby mutually agree that all terms and conditions of the aforementioned CBA, subject to the modifications agreed to below, shall continue in full force and effect through December 31, 2025 (*i.e.* a "one-year rollover"). All previous MOUs and Letters of Understanding signed by the parties shall also remain in effect.

2025 Wages: Article 22, Section 3 is amended as follows:

January 1, 2025	3.0% Adjustment applied to the July 1, 2024 Pay Plan.
July 1, 2025	3.0% Adjustment applied to the January 1 2024 Pay Plan.

Deferred Compensation Match: The parties agree to begin the Deferred Compensation Plan match in Article 23, Section 9 (B) shall be effective January 1, 2024, instead of July 1, 2024. All other provisions of Section 9 shall remain in effect.

Specialty Pays: The parties agree that the specialty pays memorialized in Article 22, Section 4 A.)-G.), shall no longer be in effect and paid after January 1, 2025.

Additional Term:

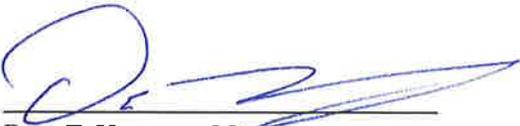
The parties agree to the following additional term:

Pay days: In order to better accommodate payroll timing and to ensure accurate time entries and approval, the parties agree to modify the City's pay days. The first pay day of the month shall move to the 10th day of the month instead of the 7th day of the month. The second pay day of the month shall move to the 25th day of the month instead of 22nd day of the month. Nothing in this agreement shall modify the employee's work week or pay period. Should it become necessary to change the pay dates in the future, the City shall endeavor to give 90 days' notice of change, unless impracticable under the circumstances.

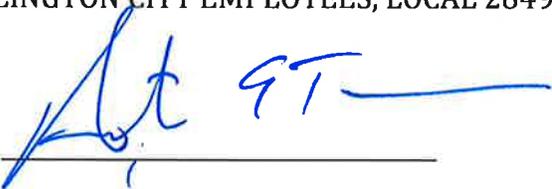
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Employees, Council 2, AFSCME

Signed this 2nd day of January 2024 at Arlington, Washington.

THE CITY OF ARLINGTON

By 
Don E. Vanney, Mayor

ARLINGTON CITY EMPLOYEES, LOCAL 2849

By 

WASHINGTON STATE COUNCIL OF COUNTY
AND CITY EMPLOYEES, COUNCIL 2, AFSCME

By 

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