

MEMORANDUM OF UNDERSTANDING
by and between
THE CITY OF ARLINGTON, WASHINGTON
and
ARLINGTON CITY EMPLOYEES, LOCAL 2849
OF THE WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,
COUNCIL 2, AFSCME

Specialty Pay

THIS AGREEMENT is entered into by and between the City of Arlington, Washington, hereinafter referred to as the City, and the Arlington City Employees, Local 2849, hereinafter referred to as the Union starting January 1, 2025 through December 31, 2025 or until a successor agreement has been reached by both parties.

The City and the Union have a mutual interest in clarifying the payout of specialty pays currently on employees assigned before December 31, 2024 and new employees hired after December 31, 2024.

Section 4. Specialty Pay (new language Jan 1. 2025)

Specialty Pays:

Specialty pays are designed to acknowledge a certification that an employee possesses outside of their job description that the City can benefit from when the employee uses that skill set. The intent of specialty pay with this bargaining unit is to pay employees when they use these specialties like out of class pay.

The City reserves the right to outsource this work in whole or in part, as needed based on departmental workload and staffing.

If the specialty pay for a certification becomes a part of the requirements of the employee's job description, the specialty pay will cease. This often happens through reclassification or promotion.

The City will provide out of class pay when an employee performs duties in line with the certification/license for the following licenses, as approved in advance by management and as long as the specialty is not in their job description:

CDL License – 2%

Backflow - 2%

If the certifications listed above are approved, the City will pay for the renewal of the license and the medical examination required to renew the license (if applicable).

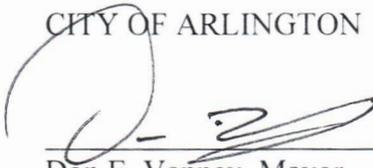
No employee will be eligible for more than 4% during any one pay period.

Base salary shall be utilized in calculating promotional pay rates and any premium or specialty pay(s) shall not be included.

The parties have reached the following agreement on revised language as follows:

1. The existing collective bargaining agreement language shall remain in place until December 31, 2024. This MOU will take effect January 1, 2025 and language will be incorporated into a successor agreement.
2. Employees already receiving specialty pays for CDL licenses or other specialty pays, whose department Director authorizes the assignment of work and who do not have it listed as a requirement of their position, will continue to receive the specialty pay each month as has been established.
3. No modification to this MOU is valid unless in writing and signed by the parties.
4. This agreement shall remain in full force and effect until December 31, 2025, or until a successor bargaining agreement is in effect, whichever occurs later.

CITY OF ARLINGTON



Don E. Vanney, Mayor

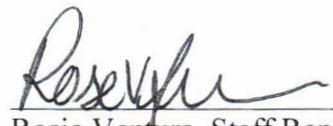
Date: 2/27/25

AFSCME



Augusto Tararan, President

Date: FEB 27-2025



Rosie Ventura, Staff Representative

Date: 2-27-25