MEMORANDUM OF UNDERSTANDING
Between
Spokane Regional Emergency Communications
And
Local 1553-ES of the Washington State Council of County and City Employees - Council 2, AFSCME AFL-CIO

Section 16.1 (d)(ii) of the Collective Bargaining Agreement states:

For 2023 and 2024, if the All City CPI, June to June, index referenced above is over 5% in either year, then the parties agree to reopen this article only for purposes of negotiations concerning a retention bonus in that year.

Under this agreement the parties have agreed to the following items effective the first pay period in January 2023:

1) SREC will move to one classification for “Communication Supervisors”. There will no longer be a designation for Communication Supervisor I, II and III.
2) All Communications Supervisors will move to the following wage table:

<table>
<thead>
<tr>
<th>Step</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$38.43</td>
<td>$40.35</td>
<td>$42.37</td>
<td>$44.49</td>
<td>$46.71</td>
</tr>
</tbody>
</table>

1) Communications Supervisors will use the following progression when moving to the new wage table:
   a. Step 1 is the training wage. Communications Supervisors will progress to step 2 upon completion of training and then to each subsequent step annually on the anniversary of the date at which they completed training until they reach step 5.
   b. All current Communication Supervisors will move to the step on the new wage table that gives them at least a 5% wage increase over their wage on December 31, 2022.
   c. Unless at Step 5, Communications Supervisors will move to the next step on their previously established anniversary date.

2) Retention Bonus
   a. All 1553 ES members, except for new hire employees in training, on or after January 15, 2023 will receive a $2,000 bonus paid on the last paycheck in January.
   b. All 1553 ES members, except for new hire employees in training, on or after November 15, 2023 will receive an additional $2,000 bonus paid on the last paycheck in November.
For the Employer:

Lori Markham  
SREC Executive Director  

Jeff Tower  
SREC Human Resources Manager  

For the Union:

Todd Devenish  
Local 1553-ES President  

Cassidy Haas  
Local 1553-ES Vice President  

Natalie Hilderbrand, Staff Representative