

**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:

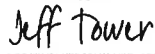
- 1) SREC will move to one classification for "Communication Supervisors". There will no longer be a designation for Communication Supervisor I, II and III.
- 2) All Communications Supervisors will move to the following wage table:

<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Communication Sup.	\$38.43	\$40.35	\$42.37	\$44.49	\$46.71


- 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.

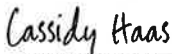
**For the Employer:**

 11-8-22  
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Lori Markham  
SREC Executive Director

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Jeff Tower  
SREC Human Resources Manager

**For the Union:**

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Todd Devenish  
Local 1553-ES President

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Cassidy Haas  
Local 1553-ES Vice President

DocuSigned by:  
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Natalie Hilderbrand, Staff Representative