

**LETTER OF UNDERSTANDING (LOU)
BETWEEN**

**THE OF CITY OF EVERSON
AND
TEAMSTERS UNION LOCAL 231, POLICE BARGAINING UNIT**

**FOR AMENDING ARTICLE 12- SCHEDULE OF WAGES, SECTION 12.01, FOR THE
CURRENT COLLECTIVE BARGAINING AGREEMENT [1/1/16-12/31/19]**

A. PARTIES

The parties to this Letter of Understanding, hereinafter referred to as the "LOU," are the City of Everson, hereinafter referred to as the "Employer", and General Teamsters Union Local 231, hereinafter referred to as the "Union".

B. BACKGROUND

The Employer and the Union have executed the Police Department Bargaining Agreement for the period January 1, 2016, through December 31, 2019. In Section 12.01 of the Agreement, the current wage table and rate of pay is calculated in and paid out in an hourly format. The employees of the Everson Police Department desire, of their own accord, to revert back to a wage table that establishes a monthly rate of pay and the City is amenable to making this change to the current agreement.

C. PURPOSE

The purpose of this LOU is to institute a wage table that is formulated in a monthly format for the purpose of establishing a monthly rate of pay for employees of the Everson Police Department.

Therefore, it is understood and agreed, beginning January 1st, 2017, employees covered under this agreement will be paid on a monthly basis as had been the practice prior to the execution of the current Agreement. (See table below)

YEAR	1/1/16 (+6%)	1/1/17 (+2%)	1/1/18 (+2%)	1/1/19 (+2%)
STEP				
1	\$4,455.08	\$4,544.13	\$4,635.01	\$4,727.72
2	\$4,601.22	\$4,693.24	\$4,787.11	\$4,882.85
3	\$4,745.05	\$4,839.95	\$4,936.75	\$5,035.48
4	\$4,892.41	\$4,990.26	\$5,090.06	\$5,191.86
5	\$5,037.41	\$5,138.15	\$5,240.92	\$5,345.74
6	\$5,183.59	\$5,287.26	\$5,393.01	\$5,500.87
7	\$5,333.31	\$5,439.97	\$5,548.77	\$5,659.75
Rates of pay for Part-time Officers (hourly)				
	\$19.89	\$20.28	\$20.69	\$21.10

*Note: Overtime rates are determined under the Fair Labor Standards Act (FLSA) on an hourly rate of pay including any applicable premium. The hourly rate is determined by taking the monthly rate of pay, plus any premiums, and dividing by 173.3. [example: \$4745.05 (monthly) ÷ 173.3 = \$27.38]

D. HOLIDAY PAY. Article 5.01(c) of the Collective Bargaining Agreement is deleted and replaced with the following:

All work performed on holidays listed in 5.01(a) above shall be paid for at the rate of half time above regular salary.

E. TERMS AND CONDITIONS


No change or addition to this LOU shall be valid or binding upon either party unless such change or addition be in writing, executed by both parties. All other terms and conditions of the collective bargaining agreement shall remain unmodified and in full force and effect.

The undersigned hereby agree to this LOU and thereby authorize its execution.

CITY OF EVERSON, WASHINGTON

TEAMSTERS UNION LOCAL 231

By



John Perry
Mayor

By



Richard J Ewing
Secretary Treasurer