

Memorandum of Understanding

By and Between

CITY OF SAMMAMISH

and

WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES AFSCME COUNCIL 2

LOCAL 1425

This MEMORANDUM OF UNDERSTANDING is supplemental to the AGREEMENT by and between the City of Sammamish, hereinafter referred to as the City, and the Washington State Council of County and City Employees (WSCCCE) AFSCME Council 2 Local 1425, hereinafter referred to as the Union. Collectively they shall be known as the Parties.

It is understood and agreed by and between the Parties to implement a pilot summer schedule for Parks Maintenance Crews as follows:

1. PILOT CONCEPT:

During the summer months, from April 1, 2022 through September 30, 2022, on a voluntary basis, six (6) Parks Maintenance Workers shall have their shifts modified to a daytime 4/10 schedule with one shift requiring three (3) employees working from Sunday through Wednesday and one shift requiring three (3) employees working Wednesday through Saturday. The remaining Parks Maintenance Workers will stay on the standard daytime 4/10 schedule Monday through Friday schedule, for example: Monday thru Thursday & Tuesday thru Friday.

The City reserves the right to assign employees to the weekend shift using inverse seniority provided there are no voluntary offers for those assignments.

2. PRECONDITIONS:

The pilot schedule will run from April 1, 2022 through September 30, 2022 provided that each of the following conditions are met:

1. The three (3) existing FTE vacancies must be filled by April 1, 2022 with start dates on or before April 1, 2022.
2. The eight (8) seasonal positions must be filled by April 15, 2022, with start dates on or before May 1, 2022.

3. TERMINATION:

The City reserves the right to cancel this schedule and/or terminate this agreement and return to the standard summer schedule due to operational or staffing constraints that arise which may negatively impact the current level of service standards to the community by providing seven (7) days written notice to the Union.

4. NON-PRECEDENT SETTING:

The Parties agree the pilot summer schedule is an experimental change for Summer 2022 only. The Parties agree to debrief the program at the end of the season to discuss successes, lessons learned, and to evaluate the possibility of a more permanent operational change for future years.

ATTACHMENT:

Pilot Parks Summer Schedule

Signed this XXX day of February 2022.

THE CITY OF SAMMAMISH

*Scott MacColl*

Scott MacColl, Deputy City Manager

*Anjali Myer*

Anjali Myer, Parks Director

*Amber Richards*

Amber Richards, Interim HR Director

WSCCCE AFSCME, Local 1425

*Rita Badh*

Rita Badh, Local 1425 President

*Michael Rainey*

Michael Rainey, WSCCE Staff Rep.

Parks Summer Schedule MOU Attachment

Pilot Schedule April 1 - September 30, 2022 6:00AM-4:30PM										
Postion	Name	Start Date	Sun.	Mon.	Tues.	Wed.	Thru.	Fri.	Sat.	Vehicle
Leads	Tonya				X	X	X	X		48
	Andy			X	X	X	X			89
FTE	Kirk		?	X	X	X	?			67
	Marc		?	X	X	X	?			65
	Shawn			X	X	X	X			46
	Vacant		X	X	X	X				51
	Vacant		X	X	X	X				?
	Joel				X	X	X	X		40
	Dane				X	X	X	X		59
	Sterling					X	X	X	X	60
	Francine					X	X	X	X	83
	Vacant					X	X	X	X	42
	Seasonals	1	X	X	X				x	
		2	X	X	X				X	
		3	X	X	X				x	
		4	X	X	X				X	
		5	X				X	X	X	
		6	X				X	X	X	
		7	X				X	X	X	
		8	X				X	X	X	
FTE & PTE			11	9	11	10	11	9	11	

RENTAL 1

RENTAL 2

RENTAL 3

RENTAL 4