

**MEMORANDUM OF UNDERSTANDING**  
**by and between the**  
**City of Issaquah, Washington**  
**and the**  
**Washington State Council of County and City Employees**  
**AFSCME Local 21-IS**

This Memorandum of Understanding (“MOU”) is entered into by and between the City of Issaquah (the "City") and the Washington State Council of County and City Employees AFSCME Local 21-IS (the “Union”) regarding Three Quarter Time Parks Operations Employees.

Background

1. The parties have executed a collective bargaining agreement ("CBA"), valid until December 31, 2024.
2. Both parties recognize the importance of being creative in order to improve recruitment and retention of staff. Additionally, the parties recognize that Parks Operations work is intrinsically seasonal, and so there is high value in having as many employees as possible available during the “on” season.
3. The parties reached agreement on the terms and conditions outlined below.

Terms and Conditions

In consideration of the terms and conditions set forth herein and the mutual benefits to be derived, the parties agree as follows:

1. Notwithstanding any provisions in the Collective Bargaining Agreement to the contrary, there shall be a category of employee called the “Three Quarter Time Employee”. Any employee working in this capacity shall be subject to the following modifications to the Labor Agreement.
2. Three Quarter Time Employees shall work forty (40) hours per week for a period of nine (9) months; provided however, these employees shall remain on the payroll for the full twelve (12) month calendar year.
3. Three Quarter Time Employees shall be paid seventy five percent (75%) of their regular hourly rate of pay during the nine (9) month period when they are actively working for the Employer. Twenty five percent (25%) of the regular hourly rate of pay for their

classification of work shall be “banked” (accrued, but not paid). The Employer shall evenly disburse in regular increments to such Three Quarter Time Employee their banked compensation over the remaining three (3) month period that they do not work. These employees shall be paid these evenly disbursed amounts on the same regular pay dates established for other bargaining unit employees.

4. All hours worked by a Three Quarter Time Employee outside of the employee’s regular work shift or in excess of forty (40) hours in a week shall be compensated during the pay period it was earned at one and one-half (1½) times their regular (100%) rate of pay.
5. All insurance benefits for the Three Quarter Time Employees shall be paid for by the Employer at the same rate as for other 0.75 FTE. The insurance benefits referred to herein shall include medical, dental, vision, life, and long-term disability insurance, and shall continue to be provided on the bases set forth herein for the three (3) month period that the Three Quarter Time Employee does not actively work for the Employer, provided the employee pays their share of the premiums.
6. Three Quarter Time Employees shall accrue vacation and sick leave benefits at the one hundred percent (100%) rate during the nine (9) month working period and shall not accrue vacation and sick leave benefits during the three (3) month non-working period.
7. Three Quarter Time Employees shall be paid for holidays at the same rate as for other 0.75 FTE. This will apply during the nine (9) month working period and during the three (3) month non-working period.
8. Three Quarter Time Employees shall be eligible for PERS service credit months based on the PERS eligibility rules.
9. Three Quarter Time Employees shall not be eligible for unemployment benefits during the three (3) month period that they are not actively working for the Employer, but are receiving benefits and banked compensation from the Employer.
10. All other benefits and provisions of the Collective Bargaining Agreement not specifically modified herein are assumed to be provided in accordance with the terms laid out in the Collective Bargaining Agreement.
11. The MOU becomes effective when signed by both parties.

This is the entire agreement between the parties. Any prior understandings, written or oral, are deemed merged with its provisions. This MOU may be amended only in writing with the express consent of the parties. Except as expressly set forth herein, the underlying CBA shall remain full force and effect.

AFSCME Local 21-IS

City of Issaquah, Washington

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*Roger P. Moller*

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Roger Moller

Staff Representative, W.S.C.C.E. Council 2

Date: 3/10/2023

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*Mary Lou Pauly*

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Mary Lou Pauly

Mayor

Date: 3/13/2023

DocuSigned by:

*Jason Bond*

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Jason Bond

President, Local 21-IS

Date: 3/10/2023