

AGREEMENT

BY AND BETWEEN
CITY OF RIDGEFIELD
AND
CHAUFFEURS, TEAMSTERS AND HELPERS,
LOCAL 58

January 1, 2023 thru December 31, 2024

MOA Extends through December 31, 2026

MEMORANDUM OF AGREEMENT

Between The City of Ridgefield and The Chauffeurs, Teamsters and Helpers, Local 58 December 2024

The City of Ridgefield, a municipal corporation of the State of Washington (Employer) and the Chauffeurs, Teamsters and Helpers, Local 58 (Union) a labor organization, hereby agree to the following Memorandum of Agreement.

The Union and Employer ratified a two-year extension of the existing collective bargaining agreement expiring on December 31, 2024. The two-year extension Agreement is effective during the period of January 1, 2025 and shall remain in full force and effect through December 31, 2026, pursuant to the following modifications:

Article 5 – ON CALL AND STANDBY TIME

5.04 The Public Works Department will assign on-call responsibilities as follows:

(a) One qualified employee from the Water/Utility or Stormwater Division shall be on-call standby status at all times; and one employee from the Facilities Division shall be on-call standby status at all times.

(b) The employee who is on-call standby status from the Water/Utility or Stormwater Division shall be assigned to work each weekend day and each day that the City offices are closed as follows: The employee will perform a minimum of four (4) hours of work each day, paid at time and one-half of their hourly rate of pay.

~~(b)~~(c) The employee who is on-call standby status from the Facilities Division shall be assigned to work each weekend day and each day that the City offices are closed during the months of May through October as follows: The employee will perform a minimum of four (4) hours of work each day, paid at a time and one-half of their hourly rate of pay. At the discretion of the City, the months may be modified to include April.

Article 28 – DURATION

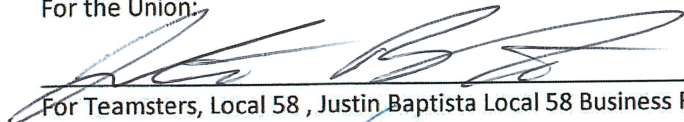
28.01 All articles of this Agreement are effective as of January 1, 2025 and shall remain in full force and effect through December 31, 2026.

APPENDIX C

Effective January 1, 2025 – The Employer agrees to increase monthly salary/wages paid to each employee by 5% across the board.

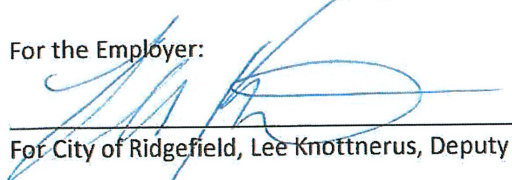
Effective January 1, 2026 – The Employer agrees to increase monthly salary/wages paid to each employee by C.P.I. – All U.S. Cities - West (Floor 3% - Maximum 5%) across the board.

For the Union:


For Teamsters, Local 58, Justin Baptista Local 58 Business Rep

Date: 1-13-25

For the Employer:


For City of Ridgefield, Lee Knottnerus, Deputy City Manager

Date: 1-9-25

Job Title	Pay Grade	
Facilities Maintenance I	102	Bargaining
Administrative Assistant I	102	Bargaining
Accounting Assistant I	103	Bargaining
PW Administrative Coordinator	103	Bargaining
HR Administrative Coordinator	103	Bargaining
Communications Coordinator I	103	Bargaining
Permit Technician I	103	Bargaining
Stormwater Maintenance I	103	Bargaining
Utilities Maintenance I	103	Bargaining
CCC Backflow Program Coordinator	104-P2	Bargaining
Accounting Assistant II	104-P2	Bargaining
Administrative Assistant II	104-P2	Bargaining
Development Review Coordinator	104	Bargaining
Equipment Operator	104	Bargaining
Facilities Maintenance II	104	Bargaining
Permit Technician II	104	Bargaining
Community Events Coordinator II	105	Bargaining
Communications Coordinator II	105-P2	Bargaining
Police Records Specialist	105	Bargaining
Facilities Maintenance Lead	105	Bargaining
Stormwater Maintenance II	105	Bargaining
Utilities Maintenance II	105	Bargaining
Utility Billing Lead	105-P2	Bargaining
HR Analyst I	105	Bargaining
Utilities Maintenance Lead	106	Bargaining
Stormwater Maintenance Lead	106	Bargaining
Building Inspector I	107	Bargaining
Code Enforcement Officer I	107	Bargaining
Development Inspector	107	Bargaining
Water Maintenance Technician	108	Bargaining
Building Inspector II	108	Bargaining
Code Enforcement Officer II	108	Bargaining

Wage Ranges 2025

Pay Grade	1	2	3	4	5	6	7	8	9
101	\$26.69	\$27.63	\$28.59	\$29.59	\$30.63	\$31.70	\$32.81	\$33.96	\$35.15
102	\$28.02	\$29.01	\$30.02	\$31.07	\$32.16	\$33.28	\$34.45	\$35.65	\$36.90
103	\$29.43	\$30.46	\$31.53	\$32.63	\$33.77	\$34.96	\$36.18	\$37.45	\$38.76
104	\$31.67	\$32.78	\$33.92	\$35.11	\$36.34	\$37.61	\$38.93	\$40.29	\$41.70
104-P2	\$32.00	\$33.12	\$34.28	\$35.48	\$36.73	\$38.01	\$39.34	\$40.72	\$42.14
105	\$33.25	\$34.42	\$35.62	\$36.87	\$38.16	\$39.49	\$40.88	\$42.31	\$43.79
105-P2	\$33.60	\$34.78	\$35.99	\$37.25	\$38.56	\$39.91	\$41.30	\$42.75	\$44.24
106	\$34.91	\$36.13	\$37.40	\$38.71	\$40.06	\$41.47	\$42.92	\$44.42	\$45.97
107	\$35.76	\$37.01	\$38.31	\$39.65	\$41.04	\$42.48	\$43.96	\$45.50	\$47.09
108	\$37.56	\$38.87	\$40.23	\$41.64	\$43.10	\$44.61	\$46.17	\$47.78	\$49.46
109	\$39.44	\$40.82	\$42.25	\$43.73	\$45.26	\$46.84	\$48.48	\$50.18	\$51.93
110	\$41.40	\$42.85	\$44.35	\$45.90	\$47.51	\$49.17	\$50.89	\$52.67	\$54.52
111	\$43.48	\$45.00	\$46.58	\$48.21	\$49.89	\$51.64	\$53.45	\$55.32	\$57.26

**Agreement By and Between
City of Ridgefield and Teamsters, Local 58**

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AGREEMENT BY AND BETWEEN
CITY OF RIDGEFIELD
AND
CHAUFFEURS, TEAMSTERS AND HELPERS, LOCAL 58

Effective dates:
January 1, 2023 through December 31, 2024

THIS AGREEMENT is made by and between the CITY OF RIDGEFIELD, a municipal corporation of the State of Washington, hereinafter referred to as the Employer, and CHAUFFEURS, TEAMSTERS AND HELPERS, LOCAL 58, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the Union.

PREAMBLE

The purpose of this agreement is to set forth the mutual understanding of the parties as to wages, hours, and working conditions consistent with the Employer's and Union's mutual objective of providing ever-improved, efficient, effective, uninterrupted performance of City functions, and courteous services to the public. It is the Employer's responsibility to provide efficient quality public services that promote the health, safety, and welfare of the public. The Employer and Union share a mutual interest in engaging its efforts to promote a labor relations environment that is conducive to achieving a high level of efficiency and productivity in all departments of City government.

ARTICLE 1 - RECOGNITION

- 1.01 Bargaining Unit Definition. The Employer recognizes the Union as the sole collective bargaining agent representing regular full-time employees and regular part time employees working in the bargaining unit and shall cover all employees employed in any one of the classifications listed in Appendix A, excluding temporary employees.
- (a) A temporary employee is any employee who does not hold a regular budget position and is hired to work less than one thousand forty (1,040) hours in a calendar year. The Employer shall notify the Union about any employee hired in a temporary status and shall furnish the employee's name, contact information and job classification.
 - (b) A regular full-time employee is any employee who holds a regular budgeted position whose work schedule is at least thirty-five (35) hours per week on a continuing basis.
 - (c) A regular part-time employee is any employee who holds a regular budgeted position whose work schedule is a minimum of twenty (20) hours but less than thirty-five (35) hours per week on a continuing basis. Leave benefits for regular part-time employees shall be accrued on a pro-rated basis, based on the budgeted FTE percentage.
- 1.02 Job Titles. The job titles pertain to specified personnel and do not define the duties to be performed by each employee. The Employer may assign employees to different duties at the option of the City, providing assignments are related to that job classification.

- 1.03 New positions. The Union shall be notified of any new classification created within the Departments subject to this Agreement within two (2) weeks of the date such classification is approved by the City Manager. Any dispute regarding the representation status of such position shall be resolved in accordance with public law.

ARTICLE 2 - CONDITION OF EMPLOYMENT

- 2.01 Teamsters will notify the Employer of its initiation fees and dues. The Employer will deduct Such initiation fees and union dues from the wages of the employees who have authorized Such deductions in writing and forward them to the Union each month. The Employer will Submit the dues to the address and name provided by Teamsters, accompanied by a list of Dues paying employees.
- 2.02 An employee may revoke his or her authorization for payroll deduction of payments to the Teamsters by written notice to the Employer. The Employer will notify Teamsters of the revocation. Every effort will be made to end the deduction effective on the first payroll, but not later than the second payroll, after the Employer's receipt of the employee's written notice.
- 2.03 The Union shall indemnify and hold the Employer representatives and agents harmless against any and all claims, suits, orders, demands, judgments, or other forms of liability arising from action taken by the Employer for the purpose of complying with this Article.

ARTICLE 3 - VOLUNTARY PAYROLL DEDUCTIONS

- 3.01 The Employer agrees to deduct once each month Union dues from the pay of Employees, who individually request, in writing directed to the Employer, that such deductions be made. The aggregate amounts to be deducted shall be certified, in writing, to the Employer by the Secretary-Treasurer of the Union once each month and the aggregate deductions of all requests shall be remitted to the Secretary-Treasurer of the Union once each month.
- 3.02 Drive Authorization. The Employer agrees to deduct any voluntary employee contributions to Democrats, Republicans, Independents, Voter Education (DRIVE) from the paycheck of any employee who submits a written authorization to the Employer authorizing the deduction. Such deductions shall be made from each paycheck that the employee receives for work performed or for in which vacation is paid.

The Employer agrees to transmit on a monthly basis a check in the total amount deducted from employee paychecks in the prior month and a list of the names of each employee on whose behalf a deduction is made, and the amount deducted from the employee's paycheck for that month to:

D.R.I.V.E.
International Brotherhood of Teamsters, Local Union 58
25 Louisiana Avenue, NW
Washington, D.C. 20001

The parties agree that deductions may be made only in accordance with state and federal law and the Union: (a) will be responsible for ensuring that only qualified employees are permitted to participate in the payroll deduction program; (b) agrees to indemnify the

settlements, arbitration decisions, or fines regarding the Employer's compliance with this Article.

The Union also agrees to reimburse the initial set-up costs the Employer incurs. The Employer will bill the Union for the set-up cost complying with this Article and will have no obligation to start the program or continue the program if the Union does not pay the actual expenses billed by the Employer as referenced above. Such payment will be made in a reasonable time, but no later than 30 days from receipt of the bill.

ARTICLE 4 - HOURS OF WORK AND OVERTIME

4.01 Work Week. The work week is defined as the period between 12:01 AM Sunday through 12:00 midnight the following Saturday, unless otherwise determined for specific employees.

4.02. Regular Work Schedule. The Employer will implement a work schedule that may consist of either five (5) consecutive eight (8) hour days or four (4) ten (10) hour days.

The Employer may implement an alternative work schedule in accordance with the above, or a 9/80 schedule in accordance with the Fair Labor Standards Act. Affected employees shall be given notice of at least ten (10) working days as to the effective date of a change in the work schedule.

For the duration of this Agreement, the regular work schedule for the Departments shall begin and end within the following window: Monday through Friday, 6:00 a.m. to 6:00 p.m.

Flexible Work Schedule. On mutual agreement, the employer and an employee may implement a flexible work arrangement that allows the employee flexibility as to the locations where they work and/or the days and hours that they work.

Adjusting Regular Work Schedules. With prior approval of a supervisor, an employee may adjust hours within a workday to permit him/her to be away from work for a short period of time and make-up the work hours without incurring overtime or using accrued leave. For example, an employee may start work one hour early and leave work one hour early to attend an appointment.

4.03 Lunch Period. The work schedule shall include a one-hour or one-half hour lunch period without pay. In the event an employee whose lunch period is disturbed or cancelled for an emergency or authorized work purpose shall be relieved from duty one-half to one hour early that day (whichever is appropriate) and, if not relieved, will be paid in accordance with the overtime provisions of this agreement.

4.04 Rest Periods. The work schedule shall include two (2) fifteen-minute rest periods each scheduled work shift. One rest period is to be taken mid-term of the shift prior to his or her scheduled lunch period and one rest period to be taken mid-term prior to the end of the shift.

4.05 Overtime. Compensation for hours worked in excess of forty (40) in one week shall be computed on the basis of one and one-half (1 1/2) times the normal straight-time rate. In each case time and one-half (1/2) will be paid for hours worked in excess of the scheduled

workday. On an emergency call after hours or on weekends, employees shall be paid a minimum of two (2) hours per call at time and one-half (1/2) the hourly rate.

Overtime shall be assigned within each Department provided prior approval has been granted by the supervisor or Department Head. Work arising from any emergency will be taken care of without approval of the supervisor or Department Head with the employee being given reasonable discretion in making the decision. Such claims for overtime will be subject to subsequent review by the Department Head.

The Employer shall make a reasonable effort to give employees timely notice for scheduled available overtime opportunities. Without hampering department efficiency, management shall make a reasonable effort to offer bargaining unit employees overtime work based upon classification assignment and seniority within the Department in which the overtime is expected so long as such bargaining unit employees possess the capability to perform the assigned duties. In the case where there are an insufficient number of employees within the applicable classification to perform the scheduled work, the City may use other employees within the department.

- 4.06 Compensatory Time. Employees shall have the option to accrue compensatory time off in lieu of overtime compensation. Compensatory time off shall be accumulated at the same rate as overtime compensation would have otherwise been paid.

Employees may accumulate up to a maximum of sixty (60) hours of compensatory time per calendar year. An employee with sixty (60) hours of unused compensatory time that works overtime must be compensated at the proper rate of pay as contained herein. Compensatory time shall be accrued and taken in accordance with vacation scheduling procedures and in accordance with public law.

Employees may convert a maximum of forty (40) hours of accrued and unused compensatory time to pay at the applicable rate of compensation in May and/or November of each calendar year. At the discretion of the employee, he or she may maintain a maximum of forty (40) hours of earned compensatory time from year to year. Any accrued and unused compensatory time over forty (40) hours shall be cashed out on December 31 of each year.

- 4.07 End of Shift. The Public Works Department may use the last fifteen (15) minutes of the shift for personal cleanup such as showering and clothes changing in an effort not to take contaminated clothing home from the workplace.
- 4.08 Regular Work Schedule Minimum Reporting Pay. With exception to the above, employees required to report for duty shall receive a minimum of two hours of compensation at their regular hourly rate of pay in accordance with each applicable provision in this article.

ARTICLE 5 - ON CALL AND STANDBY TIME

- 5.01 All members of the Public Works Department who are on-call standby status and are in a "waiting to be engaged" status after regular working hours shall receive a flat rate of fifty dollars (\$50) each weekday and one hundred ten dollars (\$110) each weekend day. Holidays will be treated like a weekend day and on-call employees shall receive one hundred ten (\$110) plus holiday pay.

A callout shall not be charged for answering a page and/or an alarm that is routine and can be taken care of by phone with minimal inconvenience.

5.02 The Public Works Department will provide the City with twenty-four (24) hours a day, 365 days a year, emergency/on-call, coverage. It is understood that as a condition of being on call the following conditions shall apply:

- (a) Employee is available to answer alarms and call-outs and to respond to them as the situation requires.
- (b) Employee carries the pager and other authorized means of communication and is able to answer a page and/or call by phone within a ten (10) minute time frame.
- (c) Employee is able to respond to the City Operations Maintenance Shop or the site of an alarm/emergency within thirty (30) minutes after acknowledging a page or phone call if the situation dictates.
- (d) Employee is required to arrange his activities in a way that does not commit his time and allows him to respond unencumbered.
- (e) Employee is required to be fit for duty to answer call-outs and to report for work.

5.03 An employee shall receive a minimum of two (2) hours compensation at time and one-half of his or her hourly rate of pay or shall be paid at such rate contained herein for actual time worked if in excess of two (2) hours on call-back or call-in. If work performed is in excess of two (2) hours, the employee shall receive an additional one-half (1/2) hour of pay pursuant to the above pay rate for travel time to the City Operations and Maintenance Shop or site of alarm/emergency.

5.04 The Public Works Department will assign on-call responsibilities as follows:

- (a) One qualified employee from the Water/Utility or Stormwater Division shall be on-call standby status at all times; and one employee from the Facilities Division shall be on-call standby status at all times.
- (b) Any on-call employee subject to section 5.04 (a) of this Article that is assigned to work any weekend day and any day that the City offices are closed shall be compensated as follows: The assigned employee(s) will perform a minimum of four (4) hours of work each day, paid at time and one-half of their hourly rate of pay.

ARTICLE 6 - HOLIDAYS

6.01 The following days, or days in lieu thereof, shall be recognized as holidays by the Employer. Employees working said holiday shall be paid at the rate of one and one-half (1 1/2) times their hourly rate plus holiday pay.

New Year's Day (January 1st)
Martin Luther King, Jr.'s Birthday
President's Day (Third Monday in February)
Memorial Day (Last Monday in May)

Juneteenth (June 19th)
 Independence Day (July 4th)
 Labor Day (First Monday in September)
 Veterans Day (November 11th)
 Thanksgiving Day (Fourth Thursday in November)
 The Day after Thanksgiving
 Christmas Day (December 25th)
 Three (3) Floating Holidays

- 6.02 Holidays falling on a Saturday shall be observed on the preceding Friday. Holidays falling on Sunday shall be observed on the following Monday.
- 6.03 If an employee is called out to work on a holiday, a minimum of two (2) hours overtime shall be given and all overtime on a holiday shall be at the rate of one and one-half (1/2) times the regular hourly rate plus holiday pay.
- 6.04 An employee on layoff shall receive pay for any holidays that fall in the current calendar month of layoff.
- 6.05 Newly hired employees shall be eligible to receive Floating Holidays as follows:
- (a) Employees hired between January 1 and April 1 will be eligible for three floating holidays in the calendar year of hire.
 - (b) Employees hired after April 1 and before August 30 will be eligible for two floating holidays in the calendar year of hire.
 - (c) Employees hired after September 1 and before December 1 will be eligible for one floating holiday in the calendar year of hire.
 - (d) Employees hired in the month of December shall not be eligible for any floating holidays in the calendar year of hire.
- 6.06 When a City recognized holiday that requires closure of City offices falls on an employee's regularly scheduled day off, employees who have a regular schedule of thirty (30) hours or more each week will receive a paid floating holiday. Floating holidays accrued under this section will be considered a full day off regardless of the length of the employee's work-day and must be scheduled as a full day off (not divided into hours or other time period less than a day). This floating holiday accrues on the City recognized holiday and must be used within 45 days following the City holiday consistent with vacation scheduling guidelines.

ARTICLE 7 – VACATIONS

- 7.01 All full-time employees, as outlined in Article I Section 1.02, shall be eligible for vacation as follows:

Years of Service *After Completion of the Year	Hours of Vacation
1	80
2	96

3	104
4	112
5	120
6	128
7	136
8	144
9	152
10	160
11	168
12	176
13	184
14	192
15	200
16	208
17	216
18	224
19	232
20	240

- 7.02 Written requests for vacation time, if five (5) days or more, shall be submitted to the supervisor and/or Department Head at least two (2) weeks before the planned vacation if it is to occur in January or February and by February 15th if it is planned for later in the year. From the requests received a vacation schedule will be made which will take into account the individual requests and the needs of the City in providing for essential City services. Should there be a conflict of requested dates for vacation, as identified in this section, seniority shall prevail.
- 7.03 Absent exigent circumstances, written requests for vacation time following February 15th of five consecutive days or more shall be submitted to the supervisor and/or Department Head at least two (2) weeks before the first working day of the anticipated vacation. Should there be a conflict for vacation date requests received after February 15th, such requests shall be granted by a first come-first serve basis within each department. Such requests considered by the Employer shall take into account the needs of the City in providing essential City services.
- 7.04 Any vacation time due shall be paid upon termination of employment. Employees shall not be required to use vacation hours for holidays falling during scheduled vacation time. Employees must use a minimum of forty (40) hours of accrued vacation each year.
- 7.05 Accumulated unused vacation time may not exceed 240 hours on the employee's anniversary date of hire. Any accumulated unused leave in excess of 240 hours on the employee's anniversary date is forfeited by the employee, except if the Employer denies or prohibits any employee's request for leave and such denial causes the employee to exceed the 240 hour maximum. In such instances, the employee shall be compensated for unused vacation in excess of the maximum limit set forth above.
- 7.06 An employee may elect to convert up to a maximum of 80 hours of vacation leave to pay annually. Vacation pay conversions shall be paid in the May and/or November pay periods.

ARTICLE 8 – LEAVES

- 8.01 Sick Leave. Employees will earn eight (8) hours per month sick leave or up to ninety-six (96) hours a year and may accumulate up to a maximum of twelve hundred (1,200) hours.

On retirement only, employees eligible to receive retirement benefits through the Washington State Department of Retirement Systems will be compensated for unused sick leave at the rate of one (1) hour of pay for each two (2) hours accumulated, to a maximum of 800 hours accumulated for a payout not to exceed four hundred (400) hours.

Employees absent for more than three (3) consecutive scheduled work shifts due to an illness may be required to provide a verification of illness that is issued by a licensed medical service provider.

- 8.02 Bereavement Leave. In the event of a death in the employee's immediate family an employee shall upon request be granted leave of absence with pay not to exceed five (5) workdays. If any additional workdays are required by the employee for bereavement leave, the employee shall utilize other accrued leave benefits (personal leave, vacation leave, leave without pay). The immediate family is defined as spouse, parents, in-laws, children (including stepchildren), siblings and grandparents or any other person of special relationship as the Human Resources Manager deems appropriate.

- 8.03 Family and Medical Leave. Employees are covered under the Family Medical Leave Act as well as all other applicable federal and state leave laws and shall be entitled to these leave provisions and pursuant to the City of Ridgefield Employment Policy Manual.

The Employer shall maintain the employee's health insurance benefits during the employee's leave covered under the Family Medical Leave Act and the Family Care Act to a maximum of twelve (12) weeks. Upon return from such leave, the employee will be reinstated to the employee's former or equivalent position in accordance with law.

ARTICLE 9 – HEALTH AND WELFARE

- 9.01 Eligible employees covered by this agreement will be provided medical, dental and vision insurance coverage through the Oregon Teamster Employers Trust as follows: Health and Welfare G-W Plan with extra disability, Dental Plan 6, Vision Plan 4

- (a) During the life of this agreement the Employer shall pay 100% of the dental and vision premiums.
- (b) The parties shall share the monthly contribution rate for the medical premium on a 10%/90% basis with each eligible employee paying 10% and the employer paying 90%.
- (c) In the event the increase to the medical premium exceeds (10%) during any calendar year, each eligible employee shall share any such increase above on 50/50 basis. (For example, the premium increase is 14%, the employer and employee shall split equally the 4% above the 10% threshold.)

- 9.02 The Employer agrees to be bound by the provisions of the Oregon Teamsters Employers Trust and such amendments as may be made thereto.

- 9.03 Employees are eligible who:
- (a) Hold a regular budgeted position with a work schedule that is normally more than twenty (20) hours per week on a continuing basis, and
 - (b) Are compensated by the City for eighty (80) hours or more in the preceding month.
- 9.04 The Union agrees that during the life of this Agreement they will not request additional benefits and the Employer agrees that during the life of this Agreement they will pay the increases in the contributions rate if required by the Trust to maintain the present benefits with exception to the provisions in Section 9.01 of this Article. The above payments shall be made to the Administrative Office by the 10th of each month in accordance with the provisions of the Trust Agreement. In the event the Trustees of the Trust Fund are required to take legal action to collect contributions due under this Contract, the Employer shall be liable for all necessary costs and expenses of the litigation, including reasonable attorney fees.
- 9.05 The Employer shall provide group life insurance policy covering all employees with a minimum amount as specified in the City of Ridgefield Group Life Accidental Death and Dismemberment Insurance Plan adopted February of 2005. A copy of such policy shall be made available to each employee and the Union.
- 9.06 The Employer shall provide Long Term Disability (LTD) Insurance covering employees pursuant to City of Ridgefield LTD Insurance Plan adopted in February of 2005. A copy of such policy shall be made available to each employee and the Union.

ARTICLE 10 – LEAVE OF ABSENCE

- 10.01 The Employer may grant leaves of absence for compelling personal reasons without affecting an employee's seniority. There will be no accrual of vacation time or sick leave during an unpaid leave of absence.
- 10.02 Jury duty shall be granted in accordance with State of Washington Statute/Administrative rules.

ARTICLE 11 – SENIORITY

- 11.01 Any employee subject to this Agreement will begin to accrue seniority time with the Employer from the date of hire as a full-time employee.
- 11.02 Seniority shall prevail in the reduction and restoration of the work force, provided the senior employee is immediately capable of performing the required work. Employee with the least seniority will be the first laid off in each job classification. However, to avoid lay-off an employee having greater seniority may bump an employee within a different job classification within their department so long as the employee bumped has less seniority and the senior employee meets the qualifications for the classification bumped into and is immediately capable of performing the duties within the position.
- 11.03 Seniority rights for employees shall prevail as expressly provided for under this Agreement.

ARTICLE 12 – TRIAL PERIOD

All newly hired, rehired or promoted employees shall serve a trial period. During the trial period, an employee is required to demonstrate suitability for the position through work performance. Trial periods shall be as follows:

- (a) Newly hired and rehired employees shall serve an initial trial period of one hundred eighty (180) calendar days. The trial period shall begin from the employee's date of hire or rehire. Newly hired or rehired employees covered under Article I, Section 1.02 are subject to all provisions of this Agreement, however, a newly hired or rehired employee serving an initial trial period may be discharged for any reason at the Employer's sole discretion without recourse through the Grievance Procedure.
- (b) Promoted employees are subject to a trial period of one hundred eighty (180) calendar days. The employee's trial period shall begin on his first scheduled shift in the position in which he is promoted.

In the event the employee or the Employer determines that he is not capable to perform the work during the trial period set forth in the Section, the employee shall be assigned to his previously held position prior to the promotion. If the position is not vacant or available, and other positions the employee qualifies for are not open, the employee will be placed on a reemployment list for their previously held classification for a period of eighteen (18) months.

- (c) The Employer reserves the right to extend a trial period described herein should an employee become unable to work one thousand forty (1,040) hours within a one hundred eighty (180) calendar day period. Such extensions shall not exceed one thousand forty (1,040) hours of cumulative total time with respect to the above.

ARTICLE 13 – GRIEVANCE PROCEDURE

13.01 The Employer and the Union agree that the grievance procedure shall be the exclusive method of settling their differences.

13.02 A "grievance" is hereby defined as a question or challenge raised by an employee or the Union as to the correct interpretation or application of this Agreement. It is the purpose of this clause to provide the parties with an orderly and effective means of achieving consideration of any grievances which may arise during the life of this Agreement. All grievances shall be in writing and signed by the aggrieved employee. All grievances shall state the Article of this Agreement allegedly violated and the remedy sought.

13.03 Initiation of Grievance. The aggrieved employee and the designated Union representative shall present the written grievance to the Department Head of the aggrieved employee with a copy to the Deputy City Manager within thirty (30) calendar days of the time the grievance occurred.

Step 1: The Department Head of the aggrieved employee may meet with the employee and the union representative. The Department Head will make a decision on the grievance matter followed up in writing within fifteen (15) working days and such decision shall be delivered to the employee with a copy to the local union.

Step 2: Within fifteen (15) working days following receipt of the Department Head's decision, the Union shall respond to the Employer (City Manager) with a copy to the Department Head indicating whether the Union wishes to pursue the grievance. The City Manager may meet with the employee and Union representative in advance of making a decision in the matter. Regardless, the City Manager shall make a decision, followed up in writing, within fifteen (15) working days of receiving the Union's response and such decision shall be delivered to the employee with a copy to the local union.

In the event that the Union fails to respond within the time limit set herein for Step 1 or Step 2, the grievance will be considered dropped.

EXCEPTION: Protest to suspension or discharge must be made, in writing, to the Employer within ten (10) days exclusive of Saturday, Sunday and holidays.

- 13.04 Except as provided for in this Section, if the matter is still not settled to the satisfaction of all concerned, the matter shall be referred to a grievance committee consisting of four (4) persons, two (2) to be appointed by each party. Persons serving on a grievance committee shall not be employees of the Union or the Employer. The committee shall meet as soon as possible after such notice is given (excluding Saturdays, Sundays and holidays) to consider and determine the dispute. Should the committee agree to a settlement, it shall immediately notify the parties involved, in writing, to comply with their decision which shall be final and binding upon both parties. If either party desires not to convene a grievance committee as described herein, it shall notify the other party in writing within ten (10) working days of receipt of notice advancing such grievance and the grievance shall be automatically advanced directly to the next step of the Grievance Procedure.
- 13.05 If the grievance committee is unable to render a decision in the matter as described above or either party provides notice of its intent not to convene the grievance committee, it may be submitted to arbitration by the Union for a decision as provided herein. To proceed to arbitration, notice must be provided to the City Manager within fifteen (15) working days following the conclusion of the grievance committee meeting.

If notice is provided to the City Manager advancing the grievance to arbitration, or if the grievance is advanced to arbitration pursuant to the provisions in 12.04 of the Article, the parties shall select a mutually agreed upon arbitrator. In the event the employer and the union are unable to agree on an arbitrator, the arbitrator shall be selected by the process of alternately striking from a panel of eleven arbitrators furnished by the Federal Mediation and Conciliation Service (FMCS). The union shall strike the first name. The request to the FMCS shall state the general nature of the issue. The Union and the Employer will jointly share the fee for selection and services of an arbitrator.

The arbitrator shall render a decision as promptly as possible. The arbitrator shall consider and decide only the specific issue(s) submitted in writing by the employer and/or the union, and shall have no authority to make a decision on any other issue not so submitted. The arbitrator shall have jurisdiction and authority only to interpret, apply or determine compliance with the specific terms of the agreement and shall not have jurisdiction to add to, detract from, or alter in any way, the provisions of this Agreement.

A decision within the jurisdiction of the arbitrator shall be final and binding upon all parties.

ARTICLE 14 – SALARIES

14.01 "Hourly pay" means the hourly rate of pay so identified and set forth in Appendix C of this Agreement.

14.02 When a bargaining unit member is initially hired into the bargaining unit by the City, he or she may be placed on the applicable wage scale for his or her job classification as is appropriate in light of his or her experience, skills, education, etc. Employees will then be eligible for step increases on the anniversary date of his/her hire date into the bargaining unit.

Bargaining unit members will advance up the wage scale for their particular job classification based upon their time served with the City in that job classification. Thus, when a bargaining unit member is initially hired into the bargaining unit, he or she will advance up the wage scale of his or her job classification based upon time served with the City since their initial hire date in the bargaining unit.

14.03 Promotions to a higher-paying job classification will be determined based on the minimum qualifications in the higher-paying job classification, seniority in the bargaining unit, past employee performance and the department's need to fill the higher-paying job classification. Upon promotion an employee will move to that step in the range of the new job classification which results in an increase of at least five (5) percent. The City will have the sole discretion to offer a higher salary step based on the employee's experience and qualifications. All step increases shall be effective on the beginning of the next pay cycle following the anniversary date or promotion.

14.04 Longevity Pay. Employees shall receive longevity pay as follows:

Following 10 years of employment – 2 percent

Following 15 years of employment – 4 percent

Following 20 years of employment – 5 percent

Longevity pay is not cumulative.

ARTICLE 15 – NON-DISCRIMINATION CLAUSE

It is the continuing policy of both the Employer and the Union to comply with all Federal and Washington State Equal Employment Opportunity laws and not to discriminate against any protected class.

ARTICLE 16 – UNIFORM MAINTENANCE ALLOWANCE

16.01 Rubber boots, protective footwear, rain gear, gloves, hard hats, and other protective clothing as required and approved by the Department Head shall be utilized by employees working in Public Works, Construction and Engineering. The Department Head shall prescribe allowable gear as provided for herein prior to purchase by the affected employee.

16.02 In addition to the above, the City agrees to provide each Public Works employee either:

- (a) Two (2) jackets plus four (4) pairs of coveralls, five (5) pairs of pants and five (5) shirts, including ID badges or logo patches; OR
- (b) An employee may elect to receive an allowance from the City each contract year payable at a time as determined by the management to purchase his/her own uniform attire – plus the City shall furnish two t-shirts annually at no cost to the employee. Allowances set forth in this section, 16.02(b) shall be equivalent to the City costs otherwise incurred in Section 16.02(a) and will be included in the employee's regularly scheduled paycheck following management's annual determination for issuing the same.

Uniform attire must be worn as required by the Department Head.

- 16.03 Insulated coveralls shall be provided by the Employer at the request of Public Works employees subject to inclement weather.
- 16.04 The Employer agrees to provide weekly laundry service for City required and supplied uniform attire.
- 16.05 When the Employer requires an employee to wear specific boots due to their job duties, the Employer will pay the employee three hundred forty dollars (\$340) in March of each contract year to be used for the sole purpose of the purchase and use of required protective foot wear. Protective footwear when required shall meet the applicable federal and state safety regulations and as determined and approved by the Department Head. The allowance in this Section 16.05 shall not be subject to tax upon disbursement by the City.

An employee may request replacement or resoling of boots at any time if the protective footwear is damaged from on-the-job work activity and the boots no longer serve the required protective function due to their condition. The boots may be re-soled or replaced prior to the next contract year at the sole discretion of the Public Works Supervisor on a case-by-case basis. In such circumstances, the City shall make the determination whether mid-term replacement of required footwear will defer the future date accordingly for the next contract year reimbursement for the same.

- 16.06 The Employer shall furnish the required uniforms for the Police Clerk and Police Administrative Coordinator which shall consist of four (4) collared shirts bearing the department logo and four (4) pants and such clothing must be worn as required by the Department Head. Replacement of these garments must be preapproved by the Department Head on the basis of reasonable wear and tear.

ARTICLE 17 – SAVINGS CLAUSE

- 17.01 It is the intention of the parties to comply with all applicable law and they believe that each and every part of this Agreement is lawful. All provisions of this Agreement shall be complied with unless any of such provisions shall be declared invalid or inoperative by a Court of competent jurisdiction. In such event, either party may request renegotiation of any invalid provision for the purpose of adequate and lawful replacement thereof, provided however, that such findings shall have no effect on the balance of this Agreement.

ARTICLE 18 – DISCIPLINE AND DISCHARGE

- 18.01 During the Initial Trial Period. The Employer reserves the right to discipline and/or discharge any employee during his/her initial trial period at its sole discretion, and the Employer's action is not subject to the grievance procedure or within the jurisdiction of any arbitrator.
- 18.02 Following Completion of the Initial Trial Period. The Employer shall not discipline any employees without just cause. Discipline shall be in the form of a written warning, suspension, demotion or discharge. Written reprimands or other disciplinary actions must be reduced to writing and furnished to the employee and a copy shall be sent to the Union.
- 18.03 Each employee shall be afforded the following procedural guaranties during an investigation by the Employer that could lead to disciplinary action:
- (a) To the extent possible, an employee who is the subject of an investigation will be informed in writing within a reasonable time frame prior to any investigative interview of the general reason(s) for the inquiry.
 - (b) At a reasonable time prior to any investigatory interview the employee shall be informed of the opportunity to consult with a Union representative. Upon request from the employee, he shall be afforded a reasonable amount of time to secure the presence of his Union representative and shall have the right to have such representative present during the interview, so long as the delay does not unduly obstruct the Employer's ability to conduct an investigation.
 - (c) To the extent reasonably possible, an investigatory interview of an employee shall occur at a reasonable hour, and preferably during the employee's scheduled shift, at the Ridgefield City Hall. In any event, an employee directed to participate in an interview by the Employer shall be compensated at the appropriate rate of pay.
 - (d) All questioning by the Employer or designated representative shall be conducted in a professional manner to determine relevant facts.
 - (e) The Employer may suspend an employee with pay prior to or during an investigation and such employee shall remain in pay status until such time as the Employer makes a final decision on a course of action.
- 18.04 Discharge or suspension must be by proper written notice to the employee and the Union within thirty (30) calendar days of the date the Employer knew or should have known of the violation claimed by the Employer as the basis for discharge or suspension. The timeline identified in this section may be extended upon mutual agreement.
- 18.05 An employee has the right to view their personnel file consistent with Washington law. Employees wishing to view their file shall make a request to Human Resources. Any personnel records made available to the requesting employee within a reasonable time for review shall not be removed from physical location of the Human Resources Office. An employee shall be permitted to read any disciplinary material affecting his/her employment before it is placed in a personnel file. An employee shall be allowed to submit written

rebuttals and to have the same placed and maintained in their personnel file as part of the official record.

ARTICLE 19 – LIMITED DURATION OUT-OF-CLASS PAY

- 19.01 Any employee assigned by management as an acting supervisor for at least an entire and complete work shift shall be paid an additional two dollars (\$2.00) per hour or 5% above his/her current rate of pay (whichever is higher) for all time worked in the higher rated classification.
- 19.02 With the exception of Section 19.01 of this Article, any employee assigned to temporarily take on responsibilities and/or perform the full range of activities of a higher classification, without significant supervision for at least one work week period shall be paid either 5% above his/her current rate of pay, not to exceed the top of the range of the assignment, or the entry rate of the out-of-class assignment, whichever is greater.
- 19.03 Out-of-class assignments subject to this Article shall be reduced to writing by management with a copy of the same furnished to affected employees.
- 19.04 No employee shall be reduced in pay on account of such temporary assignment; however, if pay has been increased because of the temporary assignment, it may be reduced to the rate received prior to the temporary assignment upon return to regular position.

ARTICLE 20 – EDUCATIONAL INCENTIVES

- 20.01 The Employer will reimburse employees who have completed the initial trial period as set forth in this Agreement for up to five (5) credit hours of tuition costs upon successful completion of college or university courses each semester or quarter provided the employee achieves a 2.5 grade average or a "pass" for pass/fail courses. Subject to budgetary availability, prior approval by the City Manager of course content and its application to the employee's job and budgetary capacity is required in order to be eligible for reimbursement. Employee must provide a copy of the official grade report at the end of each semester or quarter.
- 20.02 An employee that attains an Associate Degree that is job related as determined by the City Manager shall receive an increase in pay of one hundred dollars (\$100) per month and each employee that attains a Bachelor Degree that is job related as determined by the City Manager or designee shall receive an increase in pay of one hundred fifty dollars (\$150) per month. The employee must provide documentation verifying receipt of the degree. The pay increase shall be effective the first pay period following the Employer's receipt of the documentation.
- 20.03 To receive any education incentive pay outlined in this Article, the college/university course or degree must be accredited by or through the Council for Higher Education Accreditation (CHEA).

ARTICLE 21 – CERTIFICATION PAY

Eligible employees credentialed with a valid Limited Electrical License (LEL) shall receive \$50 per month above his/her base salary. Employees are eligible if:

- (a) The Employer assigns electrical work to the employee on a regular and ongoing basis; and the employee provides documentation verifying their current valid LEL.
- (b) The pay shall be effective the first pay period following completion of the eligibility requirements in paragraph (a) above.
- (c) The Employer reserves the right to reassign this work at any time.

The employee will no longer be eligible to receive the certification pay if the employee loses his/her certification or if the employer re-assigns the electrical work.

ARTICLE 22 - UNION RIGHTS AND ACTIVITY

- 22.01 Staff representatives of the Union shall have access to the Employer's premises provided Union representatives do not interfere with the Employer's function of providing City services. Any representative of the Union not in the employ of the Employer, shall notify the City Manager or designee prior to visiting with employees of the Employer.
- 22.02 The Union shall furnish the Employer with the names of authorized Union Stewards designated to represent employees of the bargaining unit.
- 22.03 Union Stewards will be granted up to 2 hours per month of paid time during regularly scheduled working hours to investigate and process grievances, provided the Steward notifies his/her supervisor of the need to leave his/her reporting duty station. The Union Stewards shall designate this time on their timecard submitted to the Employer for tracking purposes. This excludes time spent representing bargaining unit employees during an Employer investigation. The above shall be cumulative with respect to Union activities described herein, in regard to paid time by the Employer.

If the permitted activities described above may interfere with the work of the Steward or an employee, management shall within the next workday, arrange a mutually satisfactory time for the Union activity.
- 22.04 The Employer shall provide suitable bulletin board space in each Department for the exclusive use by the Union. Official bulletins from the Union shall be posted in the designated areas only and shall be signed by the Principal Officer or designee.
- 22.05 Solicitation of Union Membership, or collection or checking of dues, will not be conducted during working hours. The Employer agrees not to discriminate in any way against any employee for Union activity, but such activity shall not be carried on during working hours, except as expressly allowed by the provisions of this Agreement.
- 22.06 The Employer shall furnish the Union with a copy of an up-to-date seniority roster upon written request from the Principal Officer or designee. The seniority roster shall include each employee's date of hire, mailing address, contact phone number, and current classification.

ARTICLE 23 - MANAGEMENT RIGHTS

23.01 Subject to the provisions of this Agreement, the Union recognizes the prerogative of the City to operate and manage its affairs in all respects in accordance with its responsibilities, powers, judgment, discretion and authority, and in accordance with applicable laws. Any power of authority, which the City has not specifically abridged, delegated or modified by this Agreement, is retained by the City.

23.02 The direction of its working force and operations are vested exclusively with the City. Such management rights of the City shall include, but are not limited to:

- (a) To operate and manage all staff, facilities, and equipment.
- (b) To determine and execute the mission, strategic direction, service levels and resource requirements for all operations and services.
- (c) To develop, interpret, amend and enforce any written policy, procedure, rule or regulation governing the workplace, provided that the policy, procedure, rule or regulation does not conflict with the express provisions of this Agreement.
- (d) To determine the method, means, number and qualifications of personnel.
- (e) To assign incidental duties connected with positions, recognizing that not every incidental task or duty may be described in a given job description or classification.
- (f) To determine and/or approve the utilization of technology.
- (g) To hire, promote, transfer, assign, retain, recall, rehire, suspend, demote and/or layoff any employee in a manner not inconsistent with the express provisions of this Agreement.
- (h) To promulgate rules and regulations to govern the routine operations of the City's departments and to publish and enforce the same.
- (i) Establish reasonable job performance expectations and standards and from time to time, revise them. Such expectations and standards may either be posted or communicated directly to each affected employee to ensure comprehension and understanding of the requirements.

The City's failure to exercise any right, prerogative or function in a particular way, shall not be construed a waiver of the City's right to exercise any right, prerogative or function in the future. Nor shall the City's failure to exercise any right, prerogative or function in a particular way preclude the City from exercising the same in the future.

23.03 It is mutually agreed to by the parties that the City Manager has full responsibility and authority to adopt rules and regulations for the operation of the city departments and the conduct of its employees. Further, nothing in this Article shall be interpreted to restrict the City Manager's right to make decisions or establish procedures necessitated by exigent circumstances.

23.04 Nothing in this Article shall constitute a waiver of the parties' rights and obligations to bargain over changes in mandatory subjects or the impacts thereof, pursuant to RCW 41.56.

23.05 The Employer agrees any newly proposed work rules shall be furnished to the Union in writing within ten (10) days prior to implementation.

ARTICLE 24 - APPRENTICESHIPS

24.01 The Employer shall maintain the registered apprenticeship programs for each classification in which the Standards of the Apprenticeship have been adopted by the Employer and as approved by the State of Washington. The terms and conditions of the apprenticeships shall be subject to all applicable provisions contained herein.

ARTICLE 25 - MAINTENANCE OF STANDARDS

25.01 During the term of this Agreement, no employee shall be deprived of any benefit or working condition not contained herein that is a mandatory subject of bargaining. If the Employer desires to change such benefit or working condition, not referenced herein, it may only do so by collectively bargaining the terms and conditions with the Union.

ARTICLE 26 - STRIKES, LOCKOUTS AND WORK STOPPAGES

26.01 The Employer and the Union party to this Agreement agree that the public interest requires the efficient and uninterrupted performance of all city services and to this end pledge their best efforts to avoid or eliminate any conduct contrary to this objective. During the term of this Agreement, the union and/or the employees covered by this Agreement shall not cause or engage in any work stoppage, strikes, slowdown or other interference with employer functions, nor shall the city institute a lockout.

ARTICLE 27 - FILLING OF VACANCIES

27.01 It is the desire of the City to fill job vacancies from qualified internal applicants within the City before hiring new employees, provided that current employees who apply have the required qualifications, skills, abilities, and experience to perform the particular job.

27.02 Vacant positions shall be posted in each Department on the employee bulletin board for at least seven (7) calendar days. All internal applications will be collected directly by Human Resources. The Employer may recruit outside applications concurrently however, the Employer shall first review and consider internal applicants.

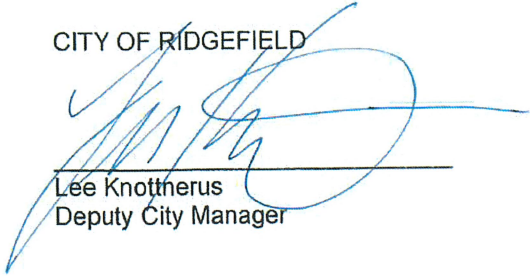
ARTICLE 28 – RETIREMENT

28.01 Affected bargaining unit employees elected to participate in and contribute to the Western Conference of Teamsters Pension Trust Fund. The Employer agreed to pay the contribution into the Pension Fund for each hour in which compensation is paid. The hourly contribution rate effective January 1, 2023, is:

Total \$/Hour Basic Plan = \$1.00


SIGNED THIS 4th DAY OF January, 2022. 2023

CITY OF RIDGEFIELD



Lee Knottherus
Deputy City Manager

CHAUFFERS, TEAMSTERS AND HELPERS
LOCAL 58



Tom Alcomendas
Local 58 Union Representative

APPENDIX A & B: Covered Classifications and Pay Grades

Classification Title	Pay Grade
Administrative Assistant	101
Administrative Assistant II	102
Accounting Clerk I	102
Facilities Maintenance I	102
Police Clerk I	102
Utility Billing Clerk	102
Utility Billing Clerk II	103
Accounting Clerk II	103
HR Assistant	103
Community Events Coordinator	103
Permit Tech I	103
Stormwater Maintenance I	103
Utilities Maintenance I	103
Communications Coordinator	104
Facilities Maintenance II	104
Permit Technician II	104
Police Clerk II	104
Public Works Operations Coordinator	104
Stormwater Maintenance II	104.5
Utilities Maintenance II	104.5
Code Enforcement	105
Building Inspector	105
Development Inspector	105
Facilities Maintenance III	105
Stormwater Maintenance III	105.5
Utilities Maintenance III	105.5
Police Administrative Coordinator	105
Accountant II	106
Building Inspector II	106
Senior Accountant	107
Water Maintenance Technician	107

APPENDIX C

Effective January 1, 2023 – The Employer agrees to increase monthly salary/wages paid to each employee by 4.5% across the board.

Effective January 1, 2024 – The Employer agrees to increase monthly salary/wages paid to each employee consistent with CPI – West at a minimum of 2% and a maximum of 5% across the board.

Effective January 1, 2025 – One Year Optional Extension: So long as notification is made 60 days by either party in advance of December 31, 2024 and both parties agree to open negotiations of the collective bargaining agreement for this purpose.

WAGE RANGES (Hourly) EFFECTIVE January 1, 2023

Pay Grade	1	2	3	4	5	6	7	8	9
101	\$23.68	\$24.51	\$25.37	\$26.25	\$27.18	\$28.12	\$29.10	\$30.13	\$31.18
102	\$25.22	\$26.10	\$27.01	\$27.96	\$28.95	\$29.95	\$30.99	\$32.08	\$33.21
103	\$26.86	\$27.80	\$28.77	\$29.78	\$30.82	\$31.90	\$33.01	\$34.17	\$35.37
104	\$28.60	\$29.62	\$30.64	\$31.71	\$32.82	\$33.97	\$35.16	\$36.39	\$37.66
104.5	\$29.62	\$30.64	\$31.71	\$32.82	\$33.97	\$35.16	\$36.39	\$37.66	\$38.98
105	\$30.46	\$31.53	\$32.64	\$33.77	\$34.96	\$36.18	\$37.44	\$38.76	\$40.12
105.5	\$31.53	\$32.64	\$33.77	\$34.96	\$36.18	\$37.44	\$38.76	\$40.12	\$41.52
106	\$32.44	\$33.59	\$34.76	\$35.97	\$37.23	\$38.53	\$39.88	\$41.28	\$42.72
107	\$34.55	\$35.76	\$37.01	\$38.31	\$39.66	\$41.04	\$42.47	\$43.96	\$45.50

WAGE RANGES (Hourly) EFFECTIVE January 1, 2024

**Memorandum of Understanding
Between The City of Ridgefield and The Chauffeurs, Teamsters and Helpers,**

Local 58 November 2024

The City of Ridgefield, a municipal corporation of the State of Washington (Employer) and the Chauffeurs, Teamsters and Helpers, Local 58 (Union) a labor organization, agree to the following Memorandum of Understanding concerning Article 29 Retirement, outlined in the CBA covering January 1, 2018, through December 31, 2022, and Article 28 Retirement, outlined in the current CBA covering January 1, 2023, through December 31, 2024.

The changes to the contract language are outlined below:

January 1, 2018, through December 31, 2022

This Memorandum of Understanding serves to amend Articles 29.01 and 29.02.

Article 29 – Retirement

Article 29.01 to strike and replace with the following:

At the time of ratification of this Agreement, affected bargaining unit employees may, by participation of majority vote, elect whether to participate in the Western Conference of Teamsters Pension Trust Fund, including determination for ~~deferring diverting~~ denomination from negotiated wage increases into this pension program to be paid on ~~all compensable hours up to a maximum of 2080 annually~~ on all straight-time hours up to a maximum of 2,080 annually. ~~Deferrals Diversions~~, if any, shall be effective January 1 of each contract year. All contributions to be allocated to the Basic Plan.

Article 29.02 to strike and replace with the following:

Effective January 1, 2018, the Employer shall pay into the Western Conference of Teamsters Pension Trust on account of each employee performing work in the bargaining unit, for each straight-time hour in which compensation is paid ~~to a maximum of 2,080 hours per year. For the purposes of this article, straight-time hours shall include paid holidays and paid vacation and counted as time worked.~~

The hourly contribution rate shall be allocated as follows:

Effective Date	Total \$/Hour Basic Plan
January 1, 2018	\$0.28
January 1, 2019	\$0.64
January 1, 2020	\$1.00

January 1, 2023, through December 31, 2024

This Memorandum of Understanding serves to amend Article 28.01

ARTICLE 28 - RETIREMENT

28.01 Affected bargaining unit employees elected to participate in and contribute to the Western Conference of Teamsters Pension Trust Fund. The Employer agreed to pay the contribution into the Pension Fund for each straight-time hour in for which compensations is was paid to a maximum of 2.080 hours per year. For the purposes of this article, straight-time hours shall include paid holidays and paid vacation and counted as time worked. The hourly contribution rate effective January 1, 2023, is:

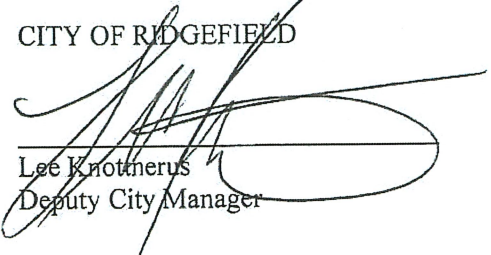
Total \$/Hour Basic Plan = \$1.00

Attached to this MOU will be a list of all personnel in the bargaining unit that are/were participants of the Western Conference of Teamsters Pension Plan in the time frame outlined above. This list shall include lay-off, approved leave of absence, disability absence, or military leave of absence with the armed forces of United states or Canada

By entering into this MOU, neither party is waiving any inherent collective bargaining rights, either now or in the future. The parties also hereby agree that this MOU should not be accorded with any precedential value whatsoever in any future disputes that may arise between the parties except to enforce this MOU.

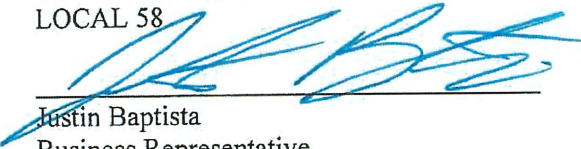
Dated this 30 day of December, 2024.

CITY OF RIDGEFIELD



Lee Knotnerus
Deputy City Manager

CHAUFFEURS, TEAMSTERS & HELPERS
LOCAL 58



Justin Baptista
Business Representative