

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
CENTRAL WASHINGTON UNIVERSITY
AND
WASHINGTON FEDERATION OF STATE EMPLOYEES**

Implementing Classification-based Salary Adjustments

This Memorandum of Understanding (MOU) by and between Central Washington University (Employer), the Washington State Office of Financial Management, State Human Resources, Labor Relations Section, and the Washington Federation of State Employees (WFSE) is entered into for the purposes of implementing specific classification-based salary adjustments.

On March 31, 2022, the Governor signed into law ESSB 5693, the 2022 Supplemental Omnibus Operating Budget. Specifically, Section 736 of the budget, provided an appropriation for classification-based salary adjustments for fiscal year 2023.

For the purposes of allocating the appropriations, Section 736 contains a requirement that the Office of Financial Management implement specific classification-based salary adjustments for state employees based upon the following criteria:

- The 2020 and 2022 state salary survey.
- Documented Agency experience due to the 19 SARS-CoV2 (COVID-19) pandemic and/or where recruitment or retention of employees to retain a competitive workforce is the most severe.
- Issues of compression and inversion.
- Input from the exclusive bargaining representatives.

In recognition of the above, the parties agree to the following:

The attached spreadsheet identifies the agreed upon classification adjustments as base salary range increases applicable to each of the job classes listed. Adjustments will not be made to job classifications that are exclusive to higher education institutions. The associated increases shall be step for step and become effective July 1, 2022.

The provisions contained in this MOU become effective on July 1, 2022. This MOU shall expire 60 days after the permanent classification based salary adjustments contained in the attached list have been implemented for WFSE.

For the Employer:

For the Union:

JoAnn Hundtoft

Date

Leanne Kunze

Date

JoAnn Hundtoft

06/09/2022

Edward P. Hume

Director Employee Services
and Talent Acquisition

WFSE/AFSME Council 28
Executive Director

Human Resources

For OFM:

Janetta Sheehan

06/09/2022

Janetta Sheehan

Date

Senior Labor Negotiator

WFSE - CWU

JOB CLASSIFICATION SPECIFIC SALARY ADJUSTMENTS ESSB 5693 (SUPPLEMENTAL OPERATING BUDGET) SECTION 736

GENERAL SERVICE (GS) INCREASES		CURRENT RANGE EFFECTIVE 6/30/2022	NEW RANGE EFFECTIVE 7/1/2022
600J	Equipment Tech 2	44G	46G
600K	Equipment Technician 3	48G	50G
608F	Electrician	46G	50G
608G	Electrician - High Voltage	48G	52G
621F	Plumber/Pipefitter/Steamfitter	46G	50G
621G	Plumber/Pipefitter/Steamfitter Lead	49G	53G
674G	Cook 1	31	33
674H	Cook 2	34	36
675F	Food Service Worker	30	32
675G	Food Service Worker Lead	33	35
679F	Laundry Worker 2	32	34