

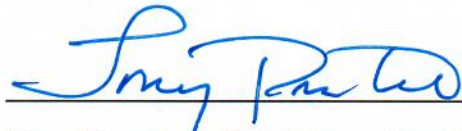
Memorandum of Understanding
By and Between
American Behavioral Health Systems (ABHS)
And
The Washington Federation of State Employees (WFSE)

This Agreement is made by and between the Washington Federation of State Employees AFSCME Council 28 (hereinafter referred to as the "Union") and American Behavioral Health Systems (hereinafter referred to as "ABHS" or "Employer").

Wage Increase for Licensed Professional Clinical Staff

Due to increasing competition for Licensed Professional Clinical staff, effective the pay period beginning on February 16, 2024 ABHS will implement an hourly wage increase for current employees of two dollars (\$2.00) per hour from their current rate for all of the following job classifications listed below. In addition, article 29.2 of the 2023 – 2025 CBA will be revised to increase the starting wage by two dollars (\$2.00) per hour for the same job classifications.

Classification	Effective 2/16/2024	
	Wage to 12/15/2024	Revised Wage
Co-Occurring SUDP	\$ 31.00	\$ 33.00
Co-Occurring SUDPT	\$ 23.00	\$ 25.00
Court Liaison	\$ 25.00	\$ 27.00
DOSA Exam Specialist	\$ 29.00	\$ 31.00
Mental Health Professional	\$ 42.00	\$ 44.00
MHP Associate	\$ 32.00	\$ 34.00
SUDP	\$ 29.00	\$ 31.00
SUDPT	\$ 22.50	\$ 24.50



01/26/2024

Tony Prentice, Chief Operating Officer

Date

American Behavioral Health Systems



January 26, 2024

Thomas Wray, Labor Advocate

Date

Washington Federation of State Employees