



## MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

And The Guild of Pacific Northwest Employees, Local 1937

### Custodial Maintenance Worker 1 & 2 Classification Evaluation

- I. **PURPOSE:** The purpose of the Memorandum of Understanding (MOU) is to review the Custodial Maintenance Worker 1 & 2 classifications, make necessary updates to accurately reflect the duties and responsibilities of the position, and evaluate the pay placement.
- II. **SCOPE:** This MOU is for the Custodial Maintenance Worker 1 & 2 classification.
- III. **AGREEMENT:**

WHEREAS, the Custodial Maintenance Worker 1 & 2 classification were last updated in 2003 and 2004;


WHEREAS, the City is committed to recruiting and retaining highly qualified Custodial Maintenance Workers;

WHEREAS, an evaluation of the pay compared to the local market will help determine if the position is compensated at a market competitive rate while also considering internal equity with similarly situated positions.

NOW, THEREFORE, the parties agree that:

- The City will begin the classification evaluation and evaluation of pay placement for Custodial Maintenance Worker 1 & 2 by June 1, 2022.


EXECUTED, this 23<sup>rd</sup> day of June, 2022 for Local 1937:

  
\_\_\_\_\_  
President


DATED this <sup>6</sup>~~25~~<sup>th</sup> day of ~~JUNE~~<sup>July</sup>, 2022 for the **CITY OF BELLINGHAM:**

  
\_\_\_\_\_  
Mayor

ATTEST:   
\_\_\_\_\_  
Finance Director

  
\_\_\_\_\_  
Human Resources Director

**APPROVED AS TO FORM:**

  
\_\_\_\_\_  
Office of the City Attorney