

RESOLUTION NO. 3186

RESOLUTION APPROVING AND AUTHORIZING THE MAYOR TO EXECUTE A LETTER OF AGREEMENT WITH TEAMSTERS LOCAL NO. 760 TO CORRECT A TYPO IN THE MONTHLY BASE COMPENSATION RATE TABLE OF THE CURRENT 2024-2026 COLLECTIVE BARGAINING AGREEMENT WITH THE SELAH POLICE DEPARTMENT'S RECORDS, CLERICAL, AND LIMITED COMMISSION EMPLOYEES

WHEREAS, in preparation for negotiations for new Collective Bargaining Agreements (CBA), a new bargaining unit was established within the Selah Police Department representing Records, Clerical, and Limited Commission employees; and

WHEREAS, in preliminary negotiations, this unit proposed salary adjustments of 6.5% (2024), 6% (2025) and 5.5% (2026), which were 1% above the adjustments agreed to in the two other CBAs; and

WHEREAS, the final agreement between the City and Teamsters Local No. 760 included the same salary adjustments – 5.5% (2024), 5% (2025) and 4.5% (2026) – as the other two CBAs; and

WHEREAS, the final signed CBA with the Records, Clerical, and Limited Commission employees inadvertently included the initial proposed rates and the members were extended a 6.5% salary adjustment in 2024; and

WHEREAS, the City and Teamsters Local No. 760 have negotiated the instant Letter of Agreement (LOA) to correct the discrepancy.

NOW THEREFORE, BE IT RESOLVED THAT THE CITY COUNCIL OF THE CITY OF SELAH, WASHINGTON that the City Council approves and authorizes the Mayor to execute a Letter of Agreement with Teamsters Local No. 760 to correct a typo in the Monthly Base Compensation Rate table of the current 2024-2026 Collective Bargaining Agreement with the Selah Police Department's Records, Clerical, and Limited Commission employees.

PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF SELAH, WASHINGTON this 11th day of February, 2025.



Roger Bell, Mayor

ATTEST:



Courtney McGarity, City Clerk

APPROVED AS TO FORM:



Rob Case, City Attorney

Richard Salinas
Secretary/Treasurer

GENERAL TEAMSTERS, FOOD PROCESSING EMPLOYEES, PUBLIC EMPLOYEES, WAREHOUSEMEN and HELPERS



LOCAL UNION NO. 760

Affiliated with

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

GENERAL OFFICE: 1211 WEST LINCOLN • (509) 452-7194 • FAX (509) 452-7354 • YAKIMA, WASHINGTON 98902

AREA OFFICES:

1737 N. WENATCHEE AVE., STE. F • (509) 667-7760 • WENATCHEE, WASHINGTON 98801
514 WEST THIRD • (509) 765-7460 • MOSES LAKE, WASHINGTON 98837

LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT (LOA) is entered into by and between the City of Selah (Employer), and the Teamsters Local Union No. 760 (Union) representing the Records, Clerical, and Limited Commission employees of the Selah Police Department.

WHEREAS, the Employer and the Union have an existing Collective Bargaining Agreement for the term of January 1, 2024 through December 31, 2026, which includes the following position classifications: ACO/SCO 1, ACO/SCO 2, Police Clerk 1, Police Clerk 2 and Probationary Clerk.

WHEREAS, the Union and the City agree that the wage scales and wage increases recited within the Collective Bargaining Agreement need to be corrected due to typos that occurred therein versus what the parties actually agreed to during their collective bargaining negotiation sessions, how the parties have been proceeding during the time (2024) that such typos have existed, and what the parties need to do in order to achieve conformity to their true negotiated understanding for the remainder of the term (2025 and 2026).

NOW, THEREFORE, based on the above recitals, the parties mutually agree to the following:

Appendix A, Article 1.A of the Collective Bargaining Agreement is amended and shall read as follows:

ARTICLE 1A – CLASSIFICATIONS – WAGE RATES – OTHER PROVISIONS

1.A.1 The following compensation schedule for employees of this bargaining unit shall be effective January 1, 2024. Although this Agreement will be voted upon, ratified, and become effective subsequent to such effective date, the parties agree that employees shall receive retroactive pay for any hours worked or taken as paid leave from January 1, 2024, through the date that this Agreement becomes effective, as allowed by RCW 41.56.950 and other law and consistent with the parties' during-negotiation interim understanding that retroactivity would occur. The Employer shall issue all retroactive payments, less ordinary withholdings, and deductions, prior to or concurrently with the second payroll following the effective date of this Agreement.

- 2024 5.0% increase above the 2023 wage rates.
- 2025 4.0% increase above the 2024 wage rates.
- 2026 4.5% increase above the 2025 wage rates.

Classification	Monthly Base Compensation Rate		
	2024	2025	2026
ACO / SCO 1	\$5,622	\$5,848	\$6,110
ACO / SCO 2	\$4,965	\$5,164	\$5,396
Police Clerk 1	\$5,423	\$5,641	\$5,894
Police Clerk 2	\$4,785	\$4,977	\$5,200
Probationary Clerk	\$3,893	\$4,048	\$4,230

IN WITNESS WHEREOF, the parties agree that this Letter of Agreement shall be in full force and effect upon signature by both parties. The remainder of the Collective Bargaining Agreement remains in full force and effect and is unchanged except were specifically amended or modified by this Letter of agreement.

DATED _____ day of January 2025.

FOR THE CITY OF SELAH


Roger Bell
Mayor

2-11-2025

FOR TEAMSTERS LOCAL UNION NO. 760


Richard A. Salinas
Secretary Treasurer

1.30.25