

Memorandum of Understanding

By and Between

City of Lakewood

And

Washington State Council of County and City Employees, Council 2

AFSCME – AFL-CIO

Local #1938

Re: Contracting for Operations & Maintenance (O&M) Projects

This Memorandum of Understanding (MOU) is by and between the City of Lakewood (City) and WSCCCE Council 2 Local #1938 (Union), herein referred to as “the Parties.”

Background: Due to difficulty in staffing in a variety of divisions, the City is short staffed and unable to complete many of the work programs that have been done in the past by City Maintenance Workers. The City has attempted to fill vacancies in the O&M division since last Fall, with little success. Currently three (3) of the five (5) positions are unfilled. The difficulty has been finding qualified candidates who show up for an interview. Since this is the prime season to complete many of the O&M projects and tasks, the City is looking to temporarily contract for services to reduce risk for the City and to accomplish those tasks that cannot be done by one person, for safety or other reasons.

Agreement: The parties agree as follows:

- The City is committed to hire full-time Maintenance Workers. We will continue to post jobs, screen applications for those who meet the qualifications, and schedule interviews.
- O&M tasks or special projects may be contracted out until the current and vacant O&M positions are filled, which is anticipated to take no longer than six (6) months. O&M projects, could include, but are not limited to, paving, pothole repair, shoulder/alley grading, vegetation management along roads, sign replacement and removing large or heavy items that have been dumped in the ROW.
- This MOU shall not establish precedent for the parties hereto, nor for any other collective bargaining units or departments of the City.
- This MOU shall become effective upon the signing of all listed parties below.
- This MOU shall expire six (6) months from the date all listed parties have signed, unless extended by the parties in writing.

Signed at Lakewood, Washington on the date(s) set forth below each party's signature.

City of Lakewood



7/7/2022

John J. Caulfield, City Manager Date

WSCCCE Local 1938



Cathi Short, Local 1938 President Date


Carrie Caffrey, Council 2 Staff Representative Date

ATTEST:

 July 7, 2022

Briana Schumacher, City Clerk Date

APPROVED AS TO FORM:

 7/6/22

Heidi Ann Wachter, City Attorney Date