

## APPENDIX A CLASSIFICATIONS

A.1 The City and the Union reserve the right to correct classification references as certified by the PERC within the Marina Department.

Effective the first full pay period in 2014

Marina Operations Specialist I	M-301
Marina Operations Specialist II	M-303
Marina Operations Specialist III	M-305
Marina Maintenance Attendant I	M-301
Marina Maintenance Attendant II	M-303
Marina Maintenance Attendant III	M-305

A.2 The Parties agree that in effectuating the change from the single classification system currently in place to the multiple classifications in A.1 above in the following applies:

- a. The City agrees it will finalize the job descriptions for the new classification system within 60 days following the City Council approving the agreement for signature by the Mayor.
- b. In the process of creating the new job descriptions the City will obtain input and review from employees and Union as part of the process of developing final job descriptions.
- c. Employees moving to a higher classification shall have their wages adjusted as of the first full pay period in 2014.
- d. The Union may reopen this agreement for further negotiation of the development of job descriptions or the placement of employees by giving notice to the City within 30 days of the City determination of employee classification into the new A.1 system above.
- e. This effectuation agreement (A.2) shall not modify or amend either parties future RCW 41.56 bargaining duties and is contemplated to be an agreement regarding job descriptions and classification placement only for the transition from the existing system to the new system setout in A.1.

## APPENDIX B WAGES

**Wage Tables:**

Wages in the table below shall be effective the first full pay period 2014 (2% increase over 2013 wages)

Salary Range	Proficiency Level							
	A	B	C	D	E	F	G	H
M-301	3248	3345	3445	3549	3655	3765	3878	3994
M-302	3345	3445	3549	3655	3765	3878	3994	4114
M-303	3445	3549	3655	3765	3878	3994	4114	4237
M-304	3549	3655	3765	3878	3994	4114	4237	4365
M-305	3655	3765	3878	3994	4114	4237	4365	4497

Effective the first full pay period 2015 wages shall be increased by 2.0%

Effective the first full pay period 2016 wages shall be increased by 2.5%

\*Review job descriptions and discuss career path for all new positions