

MEMORANDUM OF UNDERSTANDING
 BETWEEN
 WASHINGTON FEDERATION OF STATE EMPLOYEES
 AND
 CENTRAL WASHINGTON UNIVERSITY

This Memorandum of Understanding (MOU) sets forth the following Agreement between the Washington Federation of State Employees, AFSCME Council 28 (The "Union") and Central Washington University (The "University"). Due to concerns of recruitment and retention, the parties agree to special pay for those employees assigned to the Control Technician and Control Technician Lead positions as follows:

1. Effective July 1, 2025, the University and Union agree to authorize a special pay range adjustment in accordance with 40.21 Special Pay Salary Ranges for employees in the Control Technician and Control Technician Lead classification.
2. For the duration of this MOU, employees classified as Control Technician will be placed on the General Service Salary Schedule that is nearest to, but no less than, their current salary, except that no employee will be placed higher than Step M, in salary Range 57. See Table 1.
3. For the duration of this MOU, employees classified as Control Technician Lead will be placed on the General Service Salary Schedule that is nearest to, but no less than, their current salary, except that no employee will be placed higher than Step M, in salary Range 60. See Table 1.

Table 1. Adjusted Compensation Ranges						
Job Class	Position	Name	Current Range	Current Step	New Range	New Step
Control Technician	00400262	Ryan Mace	Y Rate		57	I
Control Technician	00400522	Richard Rigby	46	L	57	G
Control Technician	00400645	Louis McDonald	Y Rate		57	H
Control Technician	<i>TBD</i>	<i>To be hired</i>	46		57	<i>Dependent on experience</i>
Control Technician Lead	00400784	Paul Johnson	49	G	60	H

4. The adjusted pay ranges outlined in Paragraphs 2 and 3—as illustrated in Table 1—shall remain in effect until June 30, 2027. This adjustment is subject to change as outlined in Paragraph 5.
5. CWU will submit a special pay request for permanent pay range changes for the Control Technician classification and Control Technician Lead classification to the Office of Financial Management (OFM) by September 1, 2025.

Affected employees will be notified if OFM approves the special pay request and the range at which the employees will be permanently placed. Should OFM make a decision on the special pay request during the term of this agreement, then it will take effect July 1, 2027.

The parties agree to meet on or around June 30, 2026 if OFM has not responded with a decision.

6. Employees will receive Periodic Increases per the WFSE Collective Bargaining Agreement (CBA) Article 40.7 [Exhibit A]. In accordance with the CBA and OFM guidance a Step M placement occurs when an employee has been in their current respective Control Technician or Control Technician Lead classification and has been at Step L for six (6) years progress to Step M.

Terms of Agreement:

- **Range:** Control Technicians will be assigned to Range 57 and Control Technician Leads will be assigned to Range 60.
- **Effective Date:** This agreement is effective starting July 1, 2025.
- **Duration:** This agreement shall remain in effect until June 30, 2027, and is subject to renegotiation as per the collective bargaining agreement between the University and Union.
- **Eligibility:** Only employees holding the positions of Control Technician and Control Technician Lead as of the effective date of this MOU or who are hired after the effective date and prior to the end date are eligible for special pay.
- **Increment Increases:** Employees will continue to receive defined increment increases during the MOU as per existing policies and the collective bargaining agreement.
- **Modification:** Any modifications to this agreement must be mutually agreed upon in writing by both parties.

Both parties agree that this is not precedent setting. Signed and dated this 7/29/2025

Agreed To:

For the Employer:

Megan Kratzer
Megan Kratzer, Director of Labor Relations

Date: 07/29/2025

For the Union:

Richard Becker
Richard Becker, WFSE Labor Negotiator

Date: 07.29.2025