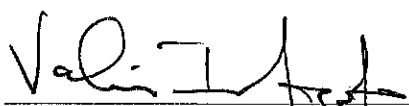
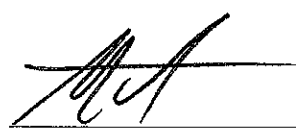


1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE STATE OF WASHINGTON COMMUNITY COLLEGE COALITION**
4 **AND**
5 **WASHINGTON FEDERATION OF STATE EMPLOYEES**
6 **COMMUNITY COLLEGE COALITION**
7 **Classification and Compensation Review Process**

8 The parties agree to the following process for consideration as part of the 2021-23 biennial
9 collective bargaining cycle:

10 OFM will facilitate a meeting between the WFSE-Community College Coalition, OFM,
11 and up to three representatives from the community colleges. The purpose of this meeting
12 is to help educate and share best practices used to gather and analyze data in support of
13 classification and compensation changes. The Union will request and compile all
14 information by May 31, 2019, surrounding recruitment, retention, compression, inversion,
15 inequities or increased duties and responsibilities, needed in support of any requested
16 targeted job classification changes. This information will be provided to OFM State
17 Human Resources in anticipation of the 2021-23 collective bargaining cycle. This will be
18 considered as part of the biennial classification and compensation package review process,
19 along with each College’s targeted job classification requests, if any, by OFM’s deadline.

20 This Agreement is limited to providing supporting data and requests for the review
21 process, and neither the Union nor the Colleges should have an expectation that their
22 proposals would be recommended or approved by OFM.

23 For the State CCC:	For the Union CCC:
24 	24 
25 Valerie Inforzato, Chief Negotiator	25 Mark Hamilton, Chief Negotiator
26 Date: <u>9/21/2018</u>	26 Date: <u>9/21/18</u>