



LETTER OF UNDERSTANDING

Senior Program Acting Assignments and Interim Staffing

The City of **SeaTac** ("City") and the Washington State Council of County and City Employees, American Federation of State, County and Municipal Employees (**AFSCME**), AFL-CIO, Local 3830 ("Union"), hereby confirm their mutual agreement regarding the Senior Program Acting Assignments and Interim Staffing.

WHEREAS, non-represented Recreation Supervisor Kathleen Cummings will take medical leave beginning on April 13, 2018 through her date of retirement in late June 2018.

WHEREAS, the Senior Program requires regular staffing to maintain its effective operations and programs.

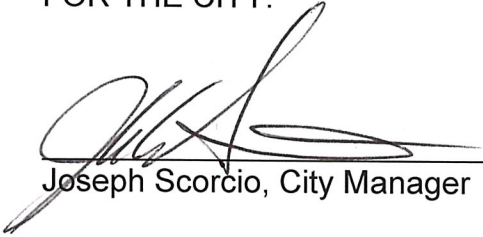
Now, THEREFORE, the parties have agreed on the following:

- Effective April 13, 2018 represented employee Linda Croasdill will be assigned Acting Recreation Supervisor and as such, shall be removed from the bargaining unit for the duration of her acting supervisory assignment.
- Effective April 16, 2018 represented employee Amy Oliverson will be assigned Acting Recreation Program Specialist and shall remain in the bargaining unit for the duration of her acting assignment.
- Effective April 16, 2018 non-represented employee Quinton Harris will be assigned Acting Recreation Attendant and as such, shall be included in the bargaining unit for the duration of his acting assignment.
- During this Interim Staffing Period management endeavors to keep non-represented community center employees hours below the 20 hour per week threshold. However it may become necessary for these non-represented employees to be temporarily assigned additional hours to cover shifts and program staffing vacated by Acting assignments and/or promotional opportunities. AFSCME agrees to leniency with the 20 hours requirement for the Acting Assignments and Interim Staffing period not to exceed August 31, 2018.
- This Letter of Understanding shall be effective on April 13, 2018.

By signatures below, the parties agree that the above represents the parties' full and entire agreement with regard to the Senior Program Acting Assignments and Interim Staffing.

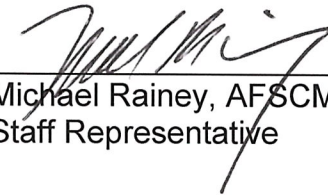
Signed this 3rd day of April, 2018.

FOR THE CITY:



Joseph Scorcio, City Manager


FOR THE UNION:



Michael Rainey, AFSCME Council 2
Staff Representative



Vanessa Audett, Human Resources Manager



Sandi Hutchison, AFSCME Local 3830
President

Approved as to Form:



Mark Johnsen, Senior Assistant City Attorney