

**Memorandum of Understanding
Tacoma Community College (TCC) and Washington Federation of State Employees
Higher Education**

The Tacoma Community College (hereinafter the "College"), and the Washington Federation of State Employees Higher Education (hereinafter the "Union"), hereby enter into and agree to the following memorandum of understanding.

1. The College agrees to conduct an updated salary survey for the following positions:
 - a. Educational Planners
 - b. Coordinator Running Start
 - c. Coordinator and Family Support Specialist
2. The parties will discuss and agree upon equivalent comparators before conducting the survey.
3. If a salary adjustment is warranted based on the outcome of the survey, the College agrees to up to a 2% equity adjustment for these positions.
4. Warranted salary adjustment will be effective the date the negotiated agreement is ratified by the Union Membership and the Board of Trustees.



Sherri-Ann Burke, Labor Advocate
Representing WFSE Exempt Employees

11/24/2014

Date



Silvia Barajas, Vice President
Representing TCC Management
on Behalf of the Board of Trustees

11/24/2014

Date