

**LETTER OF UNDERSTANDING
BETWEEN
YOUTHCARE
AND
OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8**

YouthCare known as the "Employer," and the Office and Professional Employees International Union, Local 8, known as the "Union," hereby agree to the following:

ARTICLE 14


SALARY SCHEDULE AND COMPENSATION

Section 14.4(c) WAGE INCREASES Effective January 1, 2024 a general wage increase of two dollars and fifty cents (\$2.50) will be applied to all bargaining unit employee's rate of pay and to the wage scale.

EXECUTED in Seattle, Washington this _____ day of _____ 2023.

**OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION LOCAL 8, AFL-CIO**

YOUTHCARE

By  _____
Phoebe Feldsher
Union Representative

By Travis Shumaker

Travis Shumaker
Chief People and Culture Officer

APPENDIX "A"
Effective January 1, 2024

Job Title	Grade	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Community Street Outreach Worker, Engagement Specialists, On-Calls/Relief Workers	Grade 1	\$23.69	\$24.16	\$24.65	\$25.14	\$25.64	\$26.16	\$26.68	\$27.21	\$27.76	\$28.31	\$28.88
Engagement Specialists - Casa-ORR	Grade 2	\$24.77	\$25.27	\$25.77	\$26.29	\$26.81	\$27.35	\$27.90	\$28.45	\$29.02	\$29.60	\$30.19
Workforce Instructor, Education Navigator, Classroom Instructors, Workforce Navigators, Employment & Education Navigator, Case Aides, Educational Aides - Casa-ORR, Medical Case Aide - Casa-ORR, Case Aides - Casa-ORR, Community Resource Coordinator, Development Coordinator, Communications Coordinator, CSTP Navigator	Grade 3	\$26.48	\$27.01	\$27.55	\$28.10	\$28.66	\$29.24	\$29.82	\$30.42	\$31.03	\$31.65	\$32.28
Case Managers (Programs), Housing Navigators, Outreach, Engagement Center, Transition, Family Engagement, Student Resource Navigators, Youth Resource Navigators, Community Advocates, Rapid Rehousing, IYHP, YouthBuild, Program Coordinator, Meal Coordinator, Program Coordinator - Casa-ORR, Client Success Navigator, Maintenance Technician, IT Help Desk Technician, Centralized Client Services Coordinator, Program Coordinator - CRE, Independent Life Skills Navigator	Grade 4	\$27.15	\$27.69	\$28.25	\$28.81	\$29.39	\$29.98	\$30.58	\$31.19	\$31.81	\$32.45	\$33.10
Case Managers - Casa-ORR	Grade 5	\$29.28	\$29.87	\$30.46	\$31.07	\$31.69	\$32.33	\$32.97	\$33.63	\$34.31	\$34.99	\$35.69
Housing Triage, Employer Engagement Specialist, Community Resource Specialist, Development Specialist, Community Engagement & Volunteer Specialist	Grade 6	\$30.60	\$31.21	\$31.84	\$32.47	\$33.12	\$33.78	\$34.46	\$35.15	\$35.85	\$36.57	\$37.30
Construction - Trainer, Data Analyst	Grade 7	\$32.72	\$33.37	\$34.04	\$34.72	\$35.42	\$36.13	\$36.85	\$37.58	\$38.34	\$39.10	\$39.89