

LETTER OF UNDERSTANDING

between the

CITY OF DELTA  
(the "Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 454  
(the "Union")

MARKET ADJUSTMENT PREMIUMS: PLANNERS

The Employer and Union make this agreement without prejudice and without precedent to the interpretation or application of the Collective Agreement or any other agreement between the Parties or to any similar issue between the Parties.

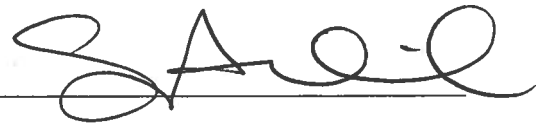
The Employer and the Union agree as follows:

1. The Parties share an interest in addressing challenges faced with the recruitment and retention of staff in the positions of Planner 1, Planner 2, and Planner 3.
2. Effective December 1, 2024, market adjustments will be provided as follows:
  - a. Planner 1 shall be paid a premium of \$3.00 per hour
  - b. Planner 2 shall be paid a premium of \$3.25 per hour
  - c. Planner 3 shall be paid a premium of \$3.50 per hour
3. Should the recruitment and retention of staff in these positions no longer remain challenging, the Employer may reduce the amount of the premium by the increase in the hourly rate for each position resulting from subsequent general wage increases. The Union shall be notified of the rationale for any such adjustment prior to any reduction in the amount of the premium. The Employer will provide a minimum of 3 months' notice of such change.
4. This agreement and the market adjustment premiums shall not be used as a basis for argument or as comparison criteria to alter these classifications or the value of any other classifications.

SIGNED ON BEHALF OF THE EMPLOYER:



SIGNED ON BEHALF OF THE UNION:



DATED: November 14, 2024