

**Memorandum of Understanding  
By and Between  
American Behavioral Health Systems (ABHS)  
And  
The Washington Federation of State Employees (WFSE)**

This Agreement is made by and between the Washington Federation of State Employees AFSCME Council 28 (hereinafter referred to as the "Union") and American Behavioral Health Systems (hereinafter referred to as "ABHS" or "Employer").

**Critical Retention and Recruitment for PWR TC Coordinator**

Due to emergent retention and recruitment circumstances surrounding staffing shortages within the PWR Program, TC Coordinator job classification(s), the parties agree that effective September 1, 2024, the following job classification shall receive a targeted wage adjustment:

CLASSIFICATION	Current Wage	Effective wage 9/1/24
PWR TC Coordinator	\$20.00/hr.	\$24.00/hr.

In addition, Article 29.2 of the 2023 – 2025 CBA will be revised to increase the starting wage by four dollars (\$4.00) per hour for the PWR Program, TC Coordinators job classification.

This MOU is effective upon the date of signature of the parties.

Dated: 08/19/2024

*Tony Prentice*  
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Tony Prentice  
Chief Operating Officer  
ABHS

*T. Wray*  
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Thomas Wray  
Labor Advocate  
Washington Federation of State  
Employees