

AGENDA REQUEST FORM

**Return completed form and complete agenda item to the Clerk of the Board
Yakima County Commissioners' Office, Room 232**

Prepared by:
Gail Hall, Judy Kendall, Tammi Spencer

Department: Human Resources

Requested Agenda Date: 08/17/2021

Presenting: Jacqui Lindsay

Board of County Commissioners Record Assigned
216-2021
Yakima County, WA

APPROVED FOR AGENDA:
 Consent Regular
Board of County Commissioners Determined

Document Title:
2021 MEMORANDUM OF AGREEMENT BETWEEN BOARD OF COUNTY COMMISSIONERS OF YAKIMA COUNTY, THE YAKIMA COUNTY SHERIFF, AND TEAMSTERS LOCAL UNION NO. 760, REPRESENTING YSO OFFICE CLERICAL, DISPATCH AND ANIMAL CONTROL EMPLOYEES for CBA effective January 1, 2020 - December 31, 2020

Action Requested: *Check Applicable Box*

PASS RESOLUTION EXECUTE or AMEND **AGREEMENT** CONTRACT or GRANT
 ISSUE PROCLAMATION PASS ORDINANCE OTHER _____

Describe Fiscal Impact:
Funding of the changes will be absorbed within the existing department levels for 2021. The cost difference is \$21,070.00.

Background Information:
The MOA includes a pay plan (Exhibit "B") that will replace the current (2020) pay plan exhibit and will be effective August 1, 2021. This 2021 Emergency YSO Dispatch pay plan introduces a new "Premium" pay grade as follows:
B23P - Law Enforcement Dispatcher
B24P - Lead Dispatcher
The General pay provisions in Article 31 - Salaries will remain in place for all other YSO employees working in other job classifications.

Summary & Recommendation:
HR recommends the approval of the agreement.

Motion:

Department Head/ Elected Official

Signature

AGREEMENT Attached Is Approved as to Form
Corporate Counsel Initial _____

Late Agenda Requests Require BOCC Chairman Signature:

216-2021

**2021 Memorandum of Agreement
Between**

Yakima County, WA

**BOARD OF COUNTY COMMISSIONERS OF YAKIMA COUNTY,
THE YAKIMA COUNTY SHERIFF**

and

TEAMSTERS LOCAL UNION NO. 760

Affiliated with the International Brotherhood of Teamsters

Representing YSO Office Clerical, Dispatch and Animal Control Employees

For CBA effective January 1, 2020 through December 31, 2020

Yakima County, hereinafter referred to as the Employer, and Teamsters Local Union No. 760 representing Sheriff's Office Clerical and Dispatch Employees, hereinafter referred to as the Union, agree to adopt this Memorandum of Agreement (MOA) and agree that the provisions of this MOA will be included as part of the 2021 and any subsequent Collective Bargaining Agreement (CBA).

This MOA memorializes the agreements between the Employer and the Union regarding the immediate emergency issues pertaining to YSO Law Enforcement Dispatcher job classification and YSO Lead Dispatcher job classification. The parties acknowledge that these issues have been agreed upon based on negotiated language in accordance with RCW 41.56.

The Employer and the Union agree that the provisions as set forth in this MOA will begin August 1, 2021 and will expire December 31, 2022.

The attached pay plan Exhibit "B" will replace the current (2020) pay plan exhibit and will be effective August 1, 2021. The General pay provisions in Article 31 – Salaries will remain in place for all other YSO employees working in other job classifications.

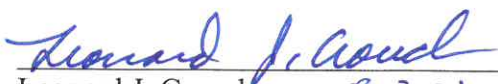
**This 2021 Emergency YSO Dispatch pay plan introduces a new "Premium" pay grade as follows:
B23P – Law Enforcement Dispatcher
B24P – Lead Dispatcher**

AUG 17 2021

IN WITNESS WHEREOF, the parties have agreed to this Agreement on this _____ day of _____, 2021.

FOR TEAMSTERS LOCAL UNION #760:

FOR THE EMPLOYER:

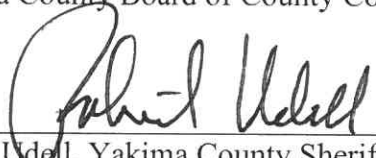

Leonard J. Crouch
Secretary Treasurer

8.3.21

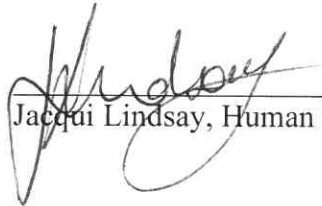
Ron Anderson, Chairman
Yakima County Board of County Commissioner

Amanda McKinney, Commissioner
Yakima County Board of County Commissioner

LaDon Linde, Commissioner
Yakima County Board of County Commissioner



Robert Udell, Yakima County Sheriff



Jacqui Lindsay, Human Resources Director

**2020 Pay Plan
Teamsters Clerical and Dispatch – Sheriff's Office
Effective August 1, 2021**

New Pay Grade B23P & B24P to address the Emergency Dispatch Needs

Pay Grade	Increment 1	Increment 2	Increment 3	Increment 4	Increment 5	Increment 6	Increment 7	Increment 8	Increment 9	Increment 10	Increment 11	Increment 12	Increment 13	Increment 14
8 hr	34,825	35,641	36,469	37,322	38,200	39,090	40,005	40,944	41,896	42,873	43,874	44,900	45,951	47,027
8 hr	2,902	2,970	3,039	3,110	3,183	3,257	3,334	3,412	3,491	3,573	3,656	3,742	3,829	3,919
B21	16.74	17.13	17.53	17.94	18.37	18.79	19.23	19.68	20.14	20.61	21.09	21.59	22.09	22.61
8 hr	37,841	38,694	39,572	40,462	41,377	42,316	43,268	44,245	45,246	46,272	47,311	48,374	49,462	50,575
8 hr	3,153	3,225	3,298	3,372	3,448	3,526	3,606	3,687	3,771	3,856	3,943	4,031	4,122	4,215
B22	18.19	18.60	19.03	19.45	19.89	20.34	20.80	21.27	21.75	22.25	22.75	23.26	23.78	24.31
8 hr	40,870	41,760	42,675	43,602	44,554	45,531	46,520	47,533	48,572	49,635	50,723	51,836	52,973	54,135
8 hr	3,406	3,480	3,556	3,634	3,713	3,794	3,877	3,961	4,048	4,136	4,227	4,320	4,414	4,511
B23	19.65	20.08	20.52	20.96	21.42	21.89	22.37	22.85	23.35	23.86	24.39	24.92	25.47	26.03
8 hr	46,520	47,533	48,572	49,635	50,723	51,836	52,973	54,135						
8 hr	3,877	3,961	4,048	4,136	4,227	4,320	4,414	4,511						
B23P	22.37	22.85	23.35	23.86	24.39	24.92	25.47	26.03						
8 hr	46,211	47,064	47,929	48,807	49,709	50,624	51,551	52,503	53,467	54,444	55,445	56,459	57,498	58,548
8 hr	3,851	3,922	3,994	4,067	4,142	4,219	4,296	4,375	4,456	4,537	4,620	4,705	4,791	4,879
B24/B31	22.22	22.63	23.04	23.46	23.90	24.34	24.78	25.24	25.71	26.18	26.66	27.14	27.64	28.15
8 hr	51,551	52,503	53,467	54,444	55,445	56,459	57,498	58,548	59,620	60,711	61,822	62,953	64,105	65,278
8 hr	4,296	4,375	4,456	4,537	4,620	4,705	4,791	4,879	4,968	5,059	5,152	5,246	5,342	5,440
B24/B31P	24.78	25.24	25.71	26.18	26.66	27.14	27.64	28.15	28.66	29.19	29.72	30.27	30.82	31.38
8 hr	51,032	51,922	52,825	53,739	54,679	55,631	56,595	57,584	58,585	59,611	60,650	61,713	62,789	63,889
8 hr	4,253	4,327	4,402	4,478	4,557	4,636	4,716	4,799	4,882	4,968	5,054	5,143	5,232	5,324
B25/B32	24.53	24.96	25.40	25.84	26.29	26.75	27.21	27.68	28.17	28.66	29.16	29.67	30.19	30.72
8 hr	53,331	54,481	55,656	56,855	58,079	59,327	60,600	61,899	63,221	64,581	65,966	67,375	68,821	70,293
8 hr	4,444	4,540	4,638	4,738	4,840	4,944	5,050	5,158	5,268	5,382	5,497	5,615	5,735	5,858
C41	25.64	26.19	26.76	27.33	27.92	28.52	29.13	29.76	30.39	31.05	31.71	32.39	33.09	33.79

Effective August 1, 2021

Law Enforcement Dispatchers will be converted at the same increment from B23 to B23P.
Lead Law Enforcement Dispatcher Matthew Sharp will be converted at the same increment from B24/B31 to B24/B31P.

Matthew Sharp will continue to receive Out of Class Pay for Dispatch Supervisor (B25/B32) at 7.5%.

Lead Law Enforcement Dispatcher Candy Kampert will be converted from B24/B31, Increment 14 to B24/B31P, Increment 14.

Extra Help Law Enforcement Dispatchers will be converted at the same increment (2) from B23 to B23P.

Note: Any future agreed upon labor agreement regarding wages will be based on the base wage in place for the employee prior to the signing of this Memorandum of Agreement.