

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: 05/03/2022

Presenting: Jacqui Lindsay

Document Title:

Board of County Commissioners Record Assigned
BOCC Agreement
133 - 2022
Yakima County, WA

APPROVED FOR AGENDA:
 Consent Regular
Board of County Commissioners Determined

2022 Memorandum of Agreement between COUNTY YAKIMA BOARD OF COMMISSIONERS AND INDEPENDENT LOCAL NO. 1, covering COUNTY ROADS DEPARTMENT MAINTENANCE AND OPERATIONS, CONSTRUCTION AND ER&R, AND PUBLIC SERVICES UTILITY EMPLOYEES For CBA effective January 1, 2021 - December 31, 2022

Action Requested: *Check Applicable Box*

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

Describe Fiscal Impact:

Background Information:


Memorandum of Agreement Regarding Amendment to Article 8 - Wages, as presented in Exhibit "B," which will replace the current (2021-2022) pay plan exhibit and will be effective May 1, 2022.

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:

2022 Memorandum of Agreement

BETWEEN

**COUNTY YAKIMA
BOARD OF COMMISSIONERS**

BOCC Agreement

AND

INDEPENDENT LOCAL NO. 1

133 - 2022

covering

Yakima County, WA

**COUNTY ROADS DEPARTMENT MAINTENANCE AND OPERATIONS, CONSTRUCTION
AND ER&R,
AND PUBLIC SERVICES UTILITY EMPLOYEES**

For CBA effective January 1, 2021, – December 31, 2022

**MEMORANDUM OF AGREEMENT
Regarding Amendment to Article 8 – Wages**

THIS AGREEMENT entered into by Yakima County, hereinafter referred to as the Employer, and Independent Local No. 1 covering County Roads Department Maintenance and Operations, Construction and ER&R and Public Services Utility Employees, hereinafter referred to as the Union.

The purpose of this MOA is to amend Article 8 – Wages to reflect a 5% general increase for bargaining unit employees to be effective in the payroll period following signature by the last signing party.

The parties discussed at a March 22, 2022, Coalition meeting which included Unions, Bargaining Unit Representatives, Elected Officials, Department Heads, Human Resources, Financial Management and negotiators, the current labor agreement topics and circumstances including the significant progression of the cost of living and the status of the wage survey addressed in all the labor agreements. The parties concurred that the cost of living has risen to extraordinary levels and that the wage survey being currently conducted by a consultant will likely result in identifying that the current County wages are behind the comparable counties. In light of the unprecedented cost of living and the pendency of the wage survey, the parties have mutually agreed to amend Article 8 – Wages to reflect a general increase of 5% to take effect beginning in the payroll period following ratification and signature by the last signing party. The parties have mutually agreed that such an increase will help the employees with the current cost of living and will also help close the gap which may be identified by the wage survey.

The parties have mutually agreed to add a provision to the current collective bargaining agreement ARTICLE 8 – WAGES, as follows:

8.9 The Employer will increase the current pay plan by five percent (5%). All calculations shall be determined by Human Resources. These calculations shall be final and binding

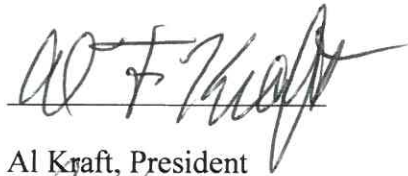
on the parties and shall not be subject to any grievance procedures. This increase in the pay plan shall not serve as the basis for the calculations addressed in sections 8.2.3 and 8.2.4 for purposes of the lump sum to be distributed in July 2022.


The parties mutually agree that the general increase shall begin to be paid in the payroll period following signature of this MOA by the last signing party with no retroactive payments.

The attached pay plan Exhibit "B" will replace the current (2021-2022) pay plan exhibit.

IN WITNESS WHEREOF, the parties have agreed to this Agreement on this 3rd day of May 2022.

FOR THE Local 1 GROUP:


Al Kraft, President



Randy Fox, Vice President


FOR THE EMPLOYER:

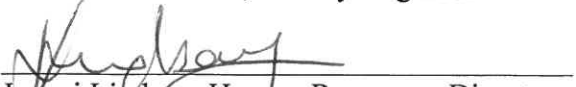
Amanda McKinney, Chair
Yakima County Board of County Commissioners

LaDon Linde, Commissioner
Yakima County Board of County Commissioners

Ron Anderson, Commissioner
Yakima County Board of County Commissioners


Lisa Freund, Director of Public Services


Matt Pietruciewicz, County Engineer


Jacquie Lindsay, Human Resources Director

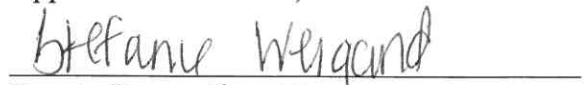
Approved as to Form:

Deputy Prosecuting Attorney

EXHIBIT "B"
2021-2022 Pay Plan
Public Services – Local No. 1
Effective May 1, 2022

The 2020 Pay Plan serves as the basis for the HR Department's calculations of the 2021 lump sum and the 2022 lump sum in accordance with Article 8

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	36,566	37,423	38,293	39,188	40,110	41,044	42,005	42,991	43,991	45,016	46,068	47,145	48,249	49,378
8 hr	3,047	3,119	3,191	3,266	3,342	3,420	3,500	3,583	3,666	3,751	3,839	3,929	4,021	4,115
B21	17.58	17.99	18.41	18.84	19.28	19.73	20.19	20.67	21.15	21.64	22.15	22.67	23.20	23.74
8 hr	39,733	40,629	41,551	42,485	43,446	44,432	45,432	46,457	47,509	48,586	49,676	50,793	51,935	53,103
8 hr	3,311	3,386	3,463	3,540	3,620	3,703	3,786	3,871	3,959	4,049	4,140	4,233	4,328	4,425
B22	19.10	19.53	19.98	20.43	20.89	21.36	21.84	22.34	22.84	23.36	23.88	24.42	24.97	25.53
8 hr	42,914	43,848	44,809	45,782	46,782	47,807	48,846	49,910	51,000	52,117	53,259	54,427	55,622	56,842
8 hr	3,576	3,654	3,734	3,815	3,898	3,984	4,070	4,159	4,250	4,343	4,438	4,536	4,635	4,737
B23	20.63	21.08	21.54	22.01	22.49	22.98	23.48	24.00	24.52	25.06	25.61	26.17	26.74	27.33
8 hr	48,521	49,417	50,325	51,247	52,195	53,155	54,129	55,128	56,141	57,166	58,218	59,282	60,372	61,476
8 hr	4,043	4,118	4,194	4,271	4,350	4,430	4,511	4,594	4,678	4,764	4,851	4,940	5,031	5,123
B24/B31	23.33	23.76	24.19	24.64	25.09	25.56	26.02	26.50	26.99	27.48	27.99	28.50	29.03	29.56
8 hr	53,584	54,518	55,466	56,426	57,413	58,412	59,425	60,463	61,515	62,592	63,682	64,799	65,928	67,083
8 hr	4,465	4,543	4,622	4,702	4,784	4,868	4,952	5,039	5,126	5,216	5,307	5,400	5,494	5,590
B25/B32	25.76	26.21	26.67	27.13	27.60	28.08	28.57	29.07	29.57	30.09	30.62	31.15	31.70	32.25
8 hr	59,295	60,541	61,813	63,111	64,435	65,785	67,161	68,563	70,004	71,471	72,964	74,495	76,053	77,649
8 hr	4,941	5,045	5,151	5,259	5,370	5,482	5,597	5,714	5,834	5,956	6,080	6,208	6,338	6,471
C42	28.51	29.11	29.72	30.34	30.98	31.63	32.29	32.96	33.66	34.36	35.08	35.82	36.56	37.33

CLASS SALARY RANGES – Local No. 1

- Office Specialist (B21)
- Engineering Technician (B22)
- Road Maintenance Technician (B23)
- Mechanic (B24)
- Engineering Technical Specialist (B24)
- Utility Maintenance Technician (B24)
- Senior Utility Technician (B25)
- Heavy Equipment Operator (B25)
- Sr. Engineering Technician (B25)
- Lead Road Maintenance Technician (B25)
- Program Analyst (C42)