

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:

2022 Memorandum of Agreement between BOARD OF COUNTY COMMISSIONERS OF YAKIMA COUNTY, YAKIMA COUNTY TECHNOLOGY SERVICES and TEAMSTERS LOCAL UNION NO. 760, Representing Technology Services 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 20 - Salaries, 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:

Board of County Commissioners Record Assigned
134 - 2022
Yakima County, WA

APPROVED FOR AGENDA:

Consent Regular
Board of County Commissioners Determined

**2022 Memorandum of Agreement
Between**

134 - 2022

**BOARD OF COUNTY COMMISSIONERS OF YAKIMA COUNTY,
YAKIMA COUNTY TECHNOLOGY SERVICES**

Yakima County, WA

and

TEAMSTERS LOCAL UNION NO. 760

Affiliated with the International Brotherhood of Teamsters

Representing Technology Services Employees

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

**MEMORANDUM OF AGREEMENT
Regarding Amendment to Article 20 – Salaries**

This Agreement is made and entered into by and between the BOARD of COUNTY COMMISSIONERS of YAKIMA COUNTY, WASHINGTON hereinafter referred to as the "County", YAKIMA COUNTY TECHNOLOGY SERVICES DEPARTMENT, both of whom are the "Employer", and TEAMSTERS LOCAL NO. 760 hereinafter referred to as the "Union,".

The purpose of this MOA is to amend Article 20 – Salaries 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 20 – Salaries 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 20 – SALARIES, as follows:

20.6 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 20.2.3 and 20.2.4 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 TEAMSTERS LOCAL UNION #760:


Leonard J. Crouch
Secretary-Treasurer

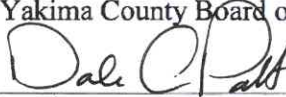
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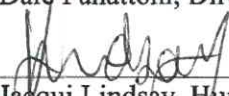
FOR THE EMPLOYER:

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


Dale Panattoni, Director of Technology Services


Jacqui Lindsay, Human Resources Director

Approved as to Form:


Stefanie Weigand
Deputy Prosecuting Attorney

EXHIBIT "B"
2021-2022 Pay Plan
Teamsters - Technology Services
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 20

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 YR	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 MO	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 HR	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
7.5 hr MO	2,608	2,672	2,737	2,804	2,872	2,942	3,014	3,087	3,162	3,239	3,318	3,399	3,482	3,568
7.5 hr YR	31,299	32,066	32,845	33,648	34,463	35,303	36,167	37,043	37,944	38,869	39,818	40,791	41,789	42,811
8 hr YR	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 MO	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 HR	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
7.5 hr MO	3,791	3,861	3,932	4,004	4,078	4,153	4,229	4,307	4,386	4,466	4,548	4,631	4,717	4,803
7.5 hr YR	45,489	46,328	47,180	48,044	48,933	49,833	50,746	51,683	52,632	53,593	54,579	55,577	56,599	57,634
8 hr YR	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 MO	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 HR	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
7.5 hr MO	4,186	4,259	4,333	4,408	4,485	4,563	4,643	4,724	4,806	4,890	4,975	5,062	5,151	5,241
7.5 hr YR	50,235	51,111	51,999	52,900	53,825	54,762	55,711	56,684	57,670	58,680	59,702	60,749	61,808	62,891
8 hr YR	62,553	63,838	65,149	66,486	67,849	69,251	70,679	72,133	73,613	75,131	76,676	78,260	79,882	81,531
8 hr MO	5,213	5,320	5,429	5,541	5,654	5,771	5,890	6,011	6,134	6,261	6,390	6,522	6,657	6,794
C43 HR	30,07	30,69	31,32	31,96	32,62	33,29	33,98	34,68	35,39	36,12	36,86	37,62	38,40	39,20
7.5 hr MO	4,887	4,987	5,090	5,194	5,301	5,410	5,522	5,635	5,751	5,870	5,990	6,114	6,241	6,370
7.5 hr YR	58,644	59,848	61,077	62,331	63,609	64,923	66,261	67,624	69,012	70,436	71,884	73,368	74,889	76,435
8 hr YR	74,080	75,676	77,312	78,986	80,700	82,452	84,231	86,048	87,904	89,812	91,759	93,745	95,770	97,847
C45/C52 MO	6,173	6,306	6,443	6,582	6,725	6,871	7,019	7,171	7,325	7,484	7,647	7,812	7,981	8,154
8 hr HR	35,62	36,38	37,17	37,97	38,80	39,64	40,50	41,37	42,26	43,18	44,12	45,07	46,04	47,04

Title/Class	PayBand	# Empl
Office Coordinator	B22	1
Computer Support Technician	B24	6
Systems Support Specialist	B25/B32	1

Title/Class	PayBand	# Empl
Technology Administrator	C43	12
Sr Technology Administrator	C45/C52	6