

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

139 - 2022
Yakima County, WA

APPROVED FOR AGENDA:
 Consent Regular
Board of County Commissioners Determined

2022 Memorandum of Agreement between BOARD OF COUNTY COMMISSIONERS OF YAKIMA COUNTY, THE YAKIMA COUNTY SHERIFF and TEAMSTERS LOCAL UNION NO. 760, Representing Office Clerical, Dispatch, and Program Specialist (Animal Control) 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:

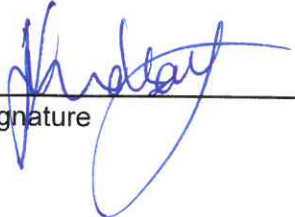
Memorandum of Agreement Regarding Amendment to Article 31 - Salaries, as presented in Exhibit "B," which will replace the current (2021-2022) pay plan exhibit and will be effective May 1, 2022.

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:

**2022 Memorandum of Agreement
Between**

139 - 2022

BOARD OF COUNTY COMMISSIONERS OF YAKIMA COUNTY, WA
THE YAKIMA COUNTY SHERIFF
and
TEAMSTERS LOCAL UNION NO. 760
Affiliated with the International Brotherhood of Teamsters

**Representing Office Clerical, Dispatch,
and Program Specialist (Animal Control)**

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

**MEMORANDUM OF AGREEMENT
Regarding Amendment to Article 31 – 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", the YAKIMA COUNTY SHERIFF, hereinafter referred to as the "Sheriff", both of whom are the "Employer", and TEAMSTERS LOCAL UNION NO. 760, hereinafter referred to as the "Union,".

The purpose of this MOA is to amend Article 31 – 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 31 – 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 31 – SALARIES, as follows:

31.6 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 31.2.3 and 31.2.4 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.

The 2021 Emergency YSO Dispatch Premium Pay Grades for the following paygrades will expire December 31, 2022.

- **B23P – Law Enforcement Dispatcher**
- **B24/B31P – Lead Law Enforcement Dispatcher**


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

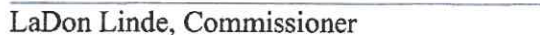
FOR TEAMSTERS LOCAL UNION #760:

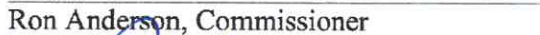

Leonard J. Crouch
Secretary-Treasurer

4.21.22


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


Robert Udell, Sheriff


Jacqui Lindsay, Human Resources Director

Approved as to Form:

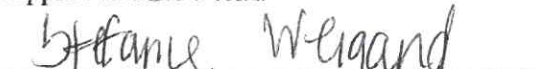

Stefanie Weigand
Deputy Prosecuting Attorney

EXHIBIT "B"
2021-2022 Pay Plan
Teamsters Clerical and Dispatch and Program Specialist (Animal Control) – Sheriff's Office
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 31

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	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 MO	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 HR	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 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
8 hr YR	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 MO	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 HR	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 YR	48,846	49,910	51,000	52,117	53,259	54,427	55,622	56,842	57,990	59,134	60,278	61,422	62,566	63,710
8 hr MO	4,070	4,159	4,250	4,343	4,438	4,536	4,635	4,737	4,833	4,928	5,023	5,119	5,214	5,309
B23P HR	23,48	24,00	24,52	25,06	25,61	26,17	26,74	27,33	27,88	28,43	28,98	29,53	30,08	30,63
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
8 hr YR	54,129	55,128	56,141	57,166	58,218	59,282	60,372	61,476	62,604	63,752	64,922	66,113	67,327	68,562
8 hr MO	4,511	4,594	4,678	4,764	4,851	4,940	5,031	5,123	5,217	5,313	5,410	5,509	5,611	5,713
B24/B31P HR	26,02	26,50	26,99	27,48	27,99	28,50	29,03	29,56	30,10	30,65	31,21	31,79	32,37	32,96
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
8 hr YR	55,998	57,205	58,438	59,697	60,982	62,294	63,631	64,993	66,382	67,810	69,264	70,744	72,263	73,807
8 hr MO	4,666	4,767	4,870	4,975	5,082	5,191	5,303	5,416	5,532	5,651	5,772	5,895	6,022	6,151
C41 HR	26,92	27,50	28,10	28,70	29,32	29,95	30,59	31,25	31,91	32,60	33,30	34,01	34,74	35,48
8 hr YR	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 MO	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 HR	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

Title/Class	Pay Band	# Empl	Title/Class	Pay Band	# Empl
Financial Specialist	B21	3	Program Analyst	C42	1
Law Enforcement Dispatch Supervisor	B25	1	Program Coordinator	C41	1
Law Enforcement Dispatcher	B23	13	Program Representative	B23	2
Lead Law Enforcement Dispatcher	B24	2	Program Specialist	B22	1
Office Coordinator	B22	2	Senior Program Representative	B24	1
Office Specialist	B21	4			