

# 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

Board of County Commissioners Record Assigned  
**BOCC Agreement**  
#  
**140 - 2022**  
Yakima County, WA

APPROVED FOR AGENDA:  
 Consent       Regular  
Board of County Commissioners Determined

Document Title:

2022 Memorandum of Agreement between BOARD OF COUNTY COMMISSIONERS OF YAKIMA COUNTY, THE YAKIMA COUNTY CLERK'S OFFICE and TEAMSTERS LOCAL UNION NO. 760, Representing Clerk's Office Supervisory 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 "A," which will replace the current (2021-2022) pay plan exhibit and will be effective May 1, 2022.

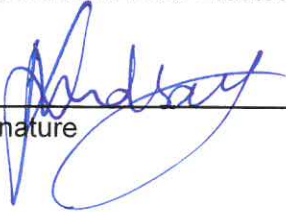
Summary & Recommendation:

HR recommends the approval of the agreement.

Motion:

Department Head/ Elected Official

**AGREEMENT** Attached Is Approved as to Form  
Corporate Counsel Initial \_\_\_\_\_

  
\_\_\_\_\_  
Signature

Late Agenda Requests Require BOCC Chairman Signature:  
\_\_\_\_\_

**2022 Memorandum of Agreement  
Between**

**140 - 2022**

Yakima County, WA

**BOARD OF COUNTY COMMISSIONERS OF YAKIMA COUNTY,  
THE YAKIMA COUNTY CLERK'S OFFICE**  
and  
**TEAMSTERS LOCAL UNION NO. 760**  
Affiliated with the International Brotherhood of Teamsters

**Representing Clerk's Office Supervisory Employees**

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

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

This Memorandum of Agreement (MOA) is entered into between the BOARD of COUNTY COMMISSIONERS of YAKIMA COUNTY, WASHINGTON, hereinafter referred to as the "County," YAKIMA COUNTY CLERK'S OFFICE, 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:

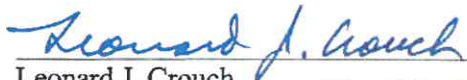
- 20.7 The Employer will increase the current pay plan by five percent (5%). All calculations shall be determined by Human Resources. These calculations shall be final and binding on the parties and shall not be subject to any grievance procedures. This increase in the pay plan shall not serve as the 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 "A" will replace the current (2021-2022) pay plan exhibit.

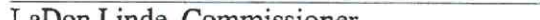
IN WITNESS WHEREOF, the parties have agreed to this Agreement on this 3<sup>rd</sup> day of May 2022.

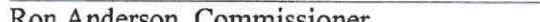
FOR TEAMSTERS LOCAL UNION #760:

  
Leonard J. Crouch  
Secretary-Treasurer  
4. 21. 22

FOR THE EMPLOYER:

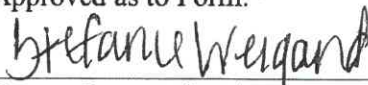
  
Amanda McKinney, Chair  
Yakima County Board of County Commissioners

  
LaDon Linde, Commissioner  
Yakima County Board of County Commissioners

  
Ron Anderson, Commissioner  
Yakima County Board of County Commissioners

  
Tracy Slagle, Yakima County Clerk

  
Jacqui Lindsay, Human Resources Director

Approved as to Form:  
  
Deputy Prosecuting Attorney

<p style="text-align: center;"><b>EXHIBIT "A"</b>  <b>2021-2022 Pay Plan</b>  <b>Clerk's Office Supervisory Employees</b>  <b>Effective May 1, 2022</b></p>														
<p style="text-align: center;"><b>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.</b></p>														
Pay Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
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
7.5 hr MO	3,353	3,426	3,501	3,577	3,655	3,735	3,816	3,899	3,984	4,072	4,161	4,252	4,345	4,441
7.5 hr YR	40,231	41,108	42,008	42,921	43,858	44,819	45,793	46,791	47,813	48,859	49,930	51,026	52,145	53,289
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