

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

141 - 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 Non-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


Signature

AGREEMENT Attached Is Approved as to Form
Corporate Counsel Initial _____

Late Agenda Requests Require BOCC Chairman Signature:

**2022 Memorandum of Agreement
Between**

141 - 2022

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 Non-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

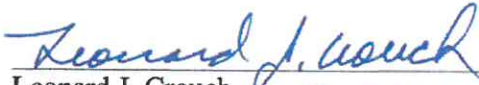
pay plan shall not serve as the basis for the calculations addressed in sections 20.2.3 and 20.2.4 for purposes of the lump sum to be distributed in July 2022.

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 3rd day of May 2022.

FOR TEAMSTERS LOCAL UNION #760:

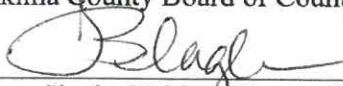

Leonard J. Crouch
Secretary-Treasurer
4.21.22

FOR THE EMPLOYER:

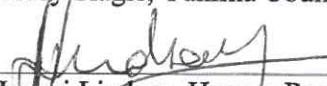
Amanda McKinney, Chair
Yakima County Board of County Commissioners

LaDon Linde, Commissioner
Yakima County Board of County Commissioners

Ron Anderson, Commissioner
Yakima County Board of County Commissioners

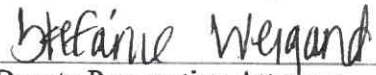


Tracy Slagle, Yakima County Clerk



Jacqui Lindsay, Human Resources Director

Approved as to Form:



Stefanie Weigand
Deputy Prosecuting Attorney

EXHIBIT "A"
2021-2022 Pay Plan
Clerk's Office – Clerical (Non-Supervisory)
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	21,570	25,210	28,850	32,490	36,130	39,770	43,410	47,050	50,690	54,330	57,970	61,610	65,250	68,890
8 hr MO	21,570	24,140	26,710	29,280	31,850	34,420	36,990	39,560	42,130	44,700	47,270	49,840	52,410	54,980
A11 HR	17,730	20,300	22,870	25,440	28,010	30,580	33,150	35,720	38,290	40,860	43,430	46,000	48,570	51,140
7.5 hr MO	17,730	19,800	21,870	23,940	26,010	28,080	30,150	32,220	34,290	36,360	38,430	40,500	42,570	44,640
7.5 hr YR	26,570	31,210	35,850	40,490	45,130	49,770	54,410	59,050	63,690	68,330	72,970	77,610	82,250	86,890
8 hr YR	30,730	36,870	43,010	49,150	55,290	61,430	67,570	73,710	79,850	85,990	92,130	98,270	104,410	110,550
8 hr MO	30,730	33,300	35,870	38,440	41,010	43,580	46,150	48,720	51,290	53,860	56,430	59,000	61,570	64,140
A12 HR	11,170	12,740	14,310	15,880	17,450	19,020	20,590	22,160	23,730	25,300	26,870	28,440	30,010	31,580
7.5 hr MO	7,270	8,240	9,210	10,180	11,150	12,120	13,090	14,060	15,030	16,000	16,970	17,940	18,910	19,880
7.5 hr YR	22,070	27,710	33,350	38,990	44,630	50,270	55,910	61,550	67,190	72,830	78,470	84,110	89,750	95,390
8 hr YR	33,386	34,204	35,034	35,891	36,761	37,656	38,578	39,513	40,473	41,460	42,472	43,511	44,575	45,665
8 hr MO	2,782	2,850	2,920	2,991	3,063	3,138	3,215	3,293	3,373	3,455	3,539	3,626	3,715	3,805
A13 HR	16,05	16,44	16,84	17,26	17,67	18,10	18,55	19,00	19,46	19,93	20,42	20,92	21,43	21,95
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	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
7.5 hr MO	2,857	2,924	2,992	3,062	3,134	3,207	3,282	3,359	3,437	3,517	3,599	3,683	3,769	3,858
7.5 hr YR	34,281	35,084	35,899	36,739	37,603	38,479	39,380	40,305	41,242	42,203	43,189	44,199	45,233	46,292