

AGENDA REQUEST FORM

**Return completed form and complete agenda item to the Clerk of the Board
Yakima County Commissioners' Office, Room 232**

Prepared by:
Doris Diaz and Judy Kendall

Department: Human Resources

Requested Agenda Date: 05/23/2023

Presenting: Judy Kendall

Board of County Commissioners Record Assigned
BOCC Agreement

130 - 2023
Yakima County, WA

APPROVED FOR AGENDA:
 Consent Regular
Board of County Commissioners Determined

Document Title:
2023 - 2024 Memorandum of Agreement between COUNTY YAKIMA BOARD OF COMMISSIONERS AND COUNCIL 2, WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES REPRESENTING LOCALS 87, 87P AND 87PS Master Agreement For CBA effective January 1, 2023 - December 31, 2024

Action Requested: *Check Applicable Box*

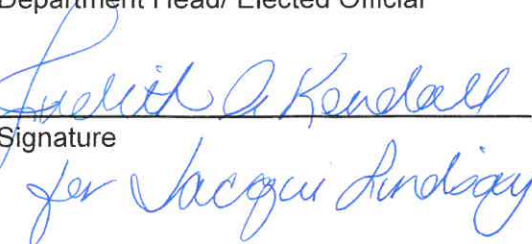
PASS RESOLUTION EXECUTE or AMEND **AGREEMENT** CONTRACT or GRANT
 ISSUE PROCLAMATION PASS ORDINANCE OTHER _____

Describe Fiscal Impact:

Background Information:
Memorandum of Agreement Regarding Amendment to Section C -Promotions, To provide bump back for temporary promoted Juvenile Corrections Officers shall replace current Section C of Article 14.2 and will be effective April 1, 2023

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:

2023-2024 Memorandum of Agreement

BETWEEN

**COUNTY YAKIMA
BOARD OF COMMISSIONERS**

AND

**COUNCIL 2, WASHINGTON STATE COUNCIL OF COUNTY AND CITY
EMPLOYEES**

**REPRESENTING
LOCALS 87, 87P AND 87PS
Master Agreement**

For CBA effective January 1, 2023 – December 31, 2024

Yakima County, hereinafter referred to as the Employer, and Council 2, of the Washington State Council of County and City Employees, representing, Local 87, 87P, and 87PS, American Federation of State County and Municipal Employees, AFL-CIO, hereinafter referred to as the Union, agree to adopt this Memorandum of Agreement (MOA) and agree that the provisions of this MOA will be included as part of the 2023-2024 Collective Bargaining Agreement (CBA).

This MOA memorializes the special circumstances and the agreement between the Employer and the Union necessary to address and regarding the status of employees promoted to temporary budgeted Juvenile Corrections Supervisor position(s) and their status upon expiration of their temporary budgeted Corrections Supervisor position/status and their ability to immediately return to a Corrections Officer's position with the consequence being that the interim hired Corrections Officers shall be immediately placed on layoff status unless there is a vacant position available at the time the temporarily budgeted Juvenile Corrections Supervisor's term in that position ends. In the case of an open position at this time there would be no layoff. The temporary budgeted Juvenile Corrections Supervisor would immediately fill the open Juvenile Corrections Officer position.

The parties acknowledge that these amended provisions addressing these special circumstances have been agreed upon in accordance with Chapter 41.56, RCW.

The Employer and the Union agree that the provisions as set forth in this MOA supersede any conflicting provisions in the Collective Bargaining Agreement (CBA) covering the period of January 1, 2023-December 31, 2024.

This language replaces the entire article for the remaining term of the CBA January 1, 2023-December 31, 2024.

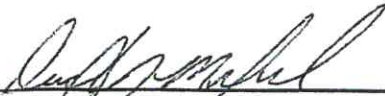
The following language in section C shall will replace current Section C of Article 14.2 – Promotions, Effective April 1, 2023.

- 14.2 Promotions: Insofar as practicable, first consideration shall be given to employees within a department when promotional vacancies occur. Second consideration will be given to applicants from other departments. In the event the vacancy cannot be filled by qualified applicants currently employed either within the department or the County, selection may be made from applicants from the general public.
- A. During the six (6) month work performance probation period, employees will be permitted to return to their former classification and increment if they cannot perform satisfactorily in the new classification, or by mutual agreement by the employee and the Elected Official or Department Head, provided there is a position available. If there is no position available, said employee shall be placed on recall status in accordance with the provisions of the layoff article.
 - B. In the future, any employee, regular or probationary, who is promoted to a position in a class with a higher pay range, shall have the salary established at a step that provides a minimum of five percent (5%) per pay grade increase with a maximum of 15% or Step 1 of the new pay grade if the new salary is more than a 15% increase.
 - C. **FOR JUVENILE CORRECTIONS SUPERVISORS ONLY:** Employees promoted to temporary budgeted Juvenile Corrections Supervisor position(s) whose term in that position expires shall be eligible for the opportunity to immediately fill a then open Juvenile Corrections Officer position(s). If there is/are no vacant position(s), the least senior Juvenile Corrections Officer(s) shall be immediately placed in layoff status and be subject to Article 13 recall provisions.

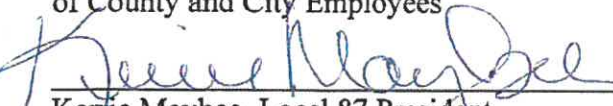
IN WITNESS WHEREOF, the parties have agreed to this Agreement on this 23rd day of May 2023.

FOR THE UNION:

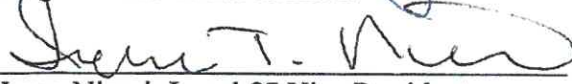
FOR THE EMPLOYER:


Dusty Morford, Staff Representative
Council 2, Washington State Council
of County and City Employees

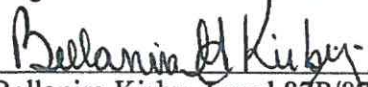
LaDon Linde, Chair
Yakima County Board of County Commissioners



Kerie Maybee, Local 87 President
Negotiations Team Member


Amanda McKinney, Commissioner
Yakima County Board of County Commissioners

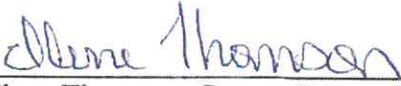

Irene Niemi, Local 87 Vice President
Negotiations Team Member

Kyle Curtis, Commissioner
Yakima County Board of County Commissioners

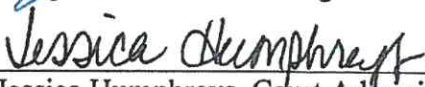

Bellanira Kirby, Local 87P/87PS President
Negotiations Team Member

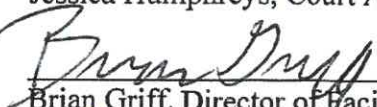

Jacob Tate, County Assessor

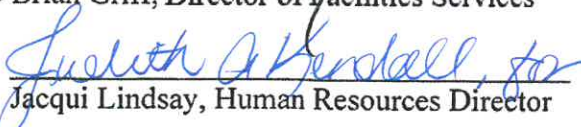

Lamont Wright, Local 87P/87PS Vice President
Negotiations Team Member


Ilene Thomson, County Treasurer


Joseph Brusic, Prosecuting Attorney


Jessica Humphreys, Court Administrator


Brian Griff, Director of Facilities Services

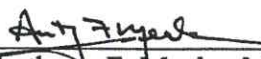

Jacqui Lindsay, Human Resources Director

BOCC Agreement

130 - 2023

Yakima County, WA

Represented by:


Anthony F. Menke, Management Labor Attorney
and Chief Negotiator