

**2018 Memorandum of Agreement  
BETWEEN  
BOARD OF COUNTY COMMISSIONERS OF YAKIMA COUNTY,  
YAKIMA COUNTY TECHNOLOGY SERVICES,  
And  
TEAMSTERS LOCAL UNION #760  
Affiliated with the International Brotherhood of Teamsters  
Representing Technology Services Employees**

**For CBA effective January 1, 2018 through December 31, 2019**

Yakima County, hereinafter referred to as the Employer, and Teamsters Local Union No. 760 representing Technology Services Employees, 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 2018-2019 Collective Bargaining Agreement (CBA).

This MOA memorializes the agreements between the Employer and the Union regarding the issues described below, and the parties acknowledge that these issues have been agreed upon based on negotiated language in accordance with RCW 41.56.

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, 2018 to December 31, 2019.

**The following language will replace Article 20 – Salaries effective February 1, 2019.**

**ARTICLE 20 - SALARIES**

- 20.1 The pay plan structure for bargaining unit employees is set forth in Appendix “A” which is attached hereto and incorporated herein by reference.
- 20.2 The Pay Plan(s) effective for 2018-2019 are set forth in Appendix "B" which is attached hereto and incorporated herein by reference. The pay plan reflects allocation of all positions in the bargaining unit, within the Decision Band Method Classification structure.
- 20.3 Should any non-interest arbitration bargaining unit negotiate a salary increase greater than what is set forth in this Agreement, either party may reopen Article 20 – Salaries during the term of this Agreement.
- 20.4 Effective April 1, 2018, the Employer will implement a two percent (2%) general increase to the Pay Plan.
- 20.5 Effective April 1, 2019, the Employer will implement one increment for 2019 only. Employees hired on or before October 1, 2018, shall be eligible to advance one increment, if available, effective April 1, 2019. An increment is “available” if the employee has not reached the maximum increment allowed as set forth in Appendix “A,” 3, which is attached hereto and incorporated by reference. Employees hired after October 1, 2018, shall not be

eligible for an increment advancement in 2019. For 2019 only, employees at Increment 14 before April 1, 2019, shall receive a one-time lump sum payment based on point eight four percent (0.84%) of their annual salary less normal deductions. This one-time lump sum payment will be paid in April earnings, May 10<sup>th</sup> paycheck. The Elected Official, Department Head, and the Human Resources Department will determine those employees who are eligible to receive the one-time lump sum payment less normal deductions. There shall be no increment after April 1, 2019.

20.6 Effective in 2018, the task force of bargaining unit representatives and management established in 2017 (established as the 2017 Task Force on Benefits and Salary), as well as the Salary Committee, will be maintained to engage in informational only discussions about the outcome of survey conducted by the HR Department, as addressed in Appendix A. These informational discussions are not to be interpreted nor to be construed to mean that the Employer is agreeing to negotiate about the market survey, comparables, the survey's provisions and procedures. Each CBA already states that the market survey is for only informational purposes and there is no obligation on the part of the Employer to negotiate about and implement the results of any survey.

20.6.1 Beginning 2018 with a frequency of every four (4) years, a full/in-depth survey will be conducted by the HR Department using the six (6) comparable counties discussed. The six (6) comparable counties are: Benton, Spokane, Kitsap, Thurston, Whatcom, and Grant. For the in-between years (2019, 2020, 2021), a basic touchpoint will be conducted with the sole purpose of gauging the trend in the market. There were 37 jobs identified by the salary committee and task force to be included in the survey. See attachment for list of jobs. The methodology used for analysis will remain the same as outlined in HR 001 Class and Compensation Policy.

20.6.2 The HR Department will determine the frequency of meetings with the respective committee and task force members. Notice of meetings will be provided in advance of meetings.

IN WITNESS WHEREOF, the parties have agreed to this Agreement on this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

**FOR TEAMSTERS LOCAL UNION #760:**

**FOR THE EMPLOYER:**

\_\_\_\_\_  
Leonard Crouch  
Teamsters Union Local No. 760  
Secretary-Treasurer

\_\_\_\_\_  
Michael D. Leita, Chairman  
Yakima County Board of County Commissioner

Adopted Copy Available at  
Yakima County Human Resources  
128 N. 2<sup>nd</sup> Street, Room B27  
Yakima, WA 98901

\_\_\_\_\_  
Norm Childress, Commissioner  
Yakima County Board of County Commissioner

\_\_\_\_\_  
Ron Anderson, Commissioner  
Yakima County Board of County Commissioner

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Gene Pugnetti, Technology Services Director

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Jacqui Lindsay, Human Resources Director

**APPENDIX “A”  
YAKIMA COUNTY TEAMSTERS LOCAL 760  
TECHNOLOGY SERVICES  
2018 - 2019 PAY PLAN STRUCTURE**

1. Effective January 1, 2018, the pay plan structure shall be as follows:
  - A. The range for each Band, Grade, and Subgrade (i.e. B22, B23, B24, etc) will be divided into 14 data points. The percent change between adjacent data points will be equal.
    - 1) Employees hired after December 31, 2012 may not progress above the ninth increment of their respective pay range for DBM levels A01, A11, A12, and A13.
    - 2) Employees hired after December 31, 2012, may not progress above the tenth increment of their respective pay range for DBM levels B21, B22, B23, B24 and B25.
    - 3) Employees hired after December 31, 2012, may not progress above the eleventh increment of their respective pay range for DBM levels C41, C42, C43, and C44.
    - 4) Employees hired after December 31, 2012, may not progress above the twelfth increment of the pay range for DBM level C45.
  - B. The first data point will represent the Market Entry Salary. The fourteenth data point will represent the Maximum Salary.
2. Effective April 1, 2018, the Employer will implement a two percent (2.0%) general increase to the Pay Plan.
3. Effective April 1, 2019, the Employer will implement one increment for 2019 only. Employees hired on or before October 1, 2018, shall be eligible to advance one increment, if available, effective April 1, 2019. An increment is “available” if the employee has not reached the maximum increment allowed as set forth in 1.(a) above. Employees hired after October 1, 2018, shall not be eligible for an increment advancement in 2019. For 2019 only, employees at Increment 14 before April 1, 2019, shall receive a one-time lump sum payment based on point eight four percent (0.84%) of their annual salary less normal deductions. This one-time lump sum payment will be paid in April earnings, May 10<sup>th</sup> paycheck. No employee shall receive an increment advancement after April 1, 2019.

<b>Topped Out One-Time Allocation Options</b>		
<b>2019 Increment</b>		
<b>DBM</b>	<b>0.8393%</b>	
A13	\$365	0.8393%
B24/B31	\$491	0.8393%
B25/B32	\$536	0.8393%
C43	\$652	0.8393%
C45/C52	\$782	0.8393%
<b>Average/Total</b>		<b>0.84%</b>
* Based on an 8.0 hour per day employee		

4. No employee shall receive an increment advancement after April 1, 2019.
5. All calculations shall be determined by the Human Resources Department.

**Salary Surveys:** Pay ranges in the Yakima County compensation structure are determined by a comparison of Yakima County benchmark positions to the comparable labor market. The comparable labor market has been changed effective beginning in 2018 to only the following counties: Benton, Grant, Kitsap, Spokane, Thurston and Whatcom. Beginning in 2018, the Yakima County Benchmark positions have been reduced from seventy-seven (77) to thirty-seven (37) positions. Determination of the market for each pay range is established by salary survey the comparable counties and use of regression analysis methodology to establish a trend line for the Yakima County Benchmark classifications in the Decision Band Method classification structure. The market survey includes benchmark classifications for each occupational group as well as classifications with an existing market premium. Detailed market surveys will be conducted at least every two years for only informational purposes. Abbreviated market surveys of limited benchmarks, as determined by the HR Department, will be conducted every year for only informational purposes. Salary Survey information is intended to be used prospectively and shall not be used in establishing pay plans for the same year during which the salary survey is conducted. The Union will receive a copy of the completed survey for their review within one (1) week of completion. This Salary Survey subject matter is subject to the provisions of Section 20.6.

<b>Job Family</b>	<b>Classification</b>	<b>DBM</b>	<b>Selected</b>
Administration – Clerical	Office Technician	A12	1
Administration – Clerical	Office Support Technician	A13	1
Administration – Clerical	Office Specialist	B21	1
Administration – Clerical	Office Coordinator	B22	1
Administration – Clerical	Office Supervisor	B25	1
Administration – Financial	Financial Technician	A13	1
Administration – Financial	Financial Specialist	B21	1
Administration – Financial	Accountant	C41	1
Administration- Financial	Senior Accountant	C43	1
Administration – Programs	Program Specialist	B22	1
Administration – Programs	Program Analyst	C42	1
Administration – Programs	Senior Program Analyst	C43	1
Appraisal Services	Appraiser	B23	1
Appraisal Services	Commercial Appraiser	B24	1
Community Development	Building Inspector	B25	1
Community Development	Plans Examiner	C42	1
Community Development	Senior Project Planner	C44	1
Computer Services	Computer Support Technician	B24	1
Computer Services	Technology Administrator	C43	1
Computer Services	Senior Technology Administrator	C45	1
Engineering	Senior Engineering Technician	B25	1
Engineering	Engineer I	C41	1
Engineering	Engineer II	C42	1
Engineering	Project Engineer	C44	1
Engineering	Senior Engineer	C45	1
Engineering	Senior Natural Resource Specialist	C45	1
Legal – Administration	Paralegal	B25	1
Legal – Law Enforcement	Juvenile Correction Officer (Detention Officer)	B22	1
Legal – Law Enforcement	Law Enforcement Dispatcher	B23	1
Legal – Law Enforcement	Probation Officer	C41	1
Trades – Construction	Road Maintenance Technician	B23	1
Trades – Construction	Mechanic	B24	1
Trades – Construction	Lead Road Maintenance Technician	B25	1
Trades – Maintenance	Maintenance Technician	A13	1
Trades – Maintenance	Maintenance Specialist	B21	1
Trades – Maintenance	Facilities Maintenance Technician	B23	1
Trades – Maintenance	Facilities Maintenance Specialist	B24	1
		<b>TOTAL</b>	<b>37</b>

## **Market Premiums**

If the market compensation study determines that the trend line base salary range for a classification is 10% or more below the market target position's median at both entry and maximum, then the Union and the Employer shall meet to negotiate the appropriate method and economic adjustment (market premium or reclassification) for the classification. The results of the negotiation shall be applied in the following fiscal year. If the Union and Employer agree that reclassification is appropriate, the reclassification shall occur in accordance with the County Classification and Compensation Policy (HR-001). If the Union and the employer agree that a Market Premium is appropriate, the negotiated market premium amount will be applied to the entire salary range for the classification. The base salary range for the classification will remain unchanged. This Market Premium subject matter is subject to the provisions of Section 20.6.

Job classifications with market premiums added to the base salary range will continue to be included in all comprehensive surveys of Decision Band Method classifications within the occupational group until such time as the base salary range for the classification is within 10% of the target market level for the classification. The market premium amounts for a classification may change up or down each time the market is studied depending upon the data received from the market compensation study for the classification. Should the market premium amount fall to less than 10% below the target market position of the County, then the market premium will be eliminated and the salary for individual positions will be the individual's current increment in the base salary range for the job classification. This paragraph is subject to the outcome of the provisions of Section 20.6.

**2018 Pay Plan  
Teamsters - Technology Services  
Effective January 1, 2018**

Pay Grade		Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	
A13	8 hr	YR	31,173	31,936	32,712	33,512	34,324	35,160	36,021	36,893	37,790	38,711	39,657	40,626	41,620	42,638
	8 hr	MO	2,598	2,661	2,726	2,793	2,860	2,930	3,002	3,074	3,149	3,226	3,305	3,386	3,468	3,553
		HR	14.99	15.35	15.73	16.11	16.50	16.91	17.32	17.74	18.17	18.61	19.07	19.53	20.01	20.50
	7.5 hr	MO	2,365	2,424	2,485	2,546	2,610	2,674	2,741	2,809	2,879	2,950	3,024	3,099	3,176	3,255
	7.5 hr	YR	28,385	29,088	29,815	30,555	31,318	32,094	32,894	33,706	34,542	35,403	36,287	37,184	38,117	39,063
B24/B31	8 hr	YR	45,305	46,141	46,989	47,850	48,735	49,631	50,540	51,474	52,419	53,376	54,358	55,352	56,370	57,400
	8 hr	MO	3,775	3,845	3,916	3,987	4,061	4,136	4,212	4,289	4,368	4,448	4,530	4,613	4,698	4,783
		HR	21.79	22.18	22.59	23.01	23.43	23.87	24.30	24.75	25.20	25.66	26.14	26.61	27.10	27.59
	7.5 hr	MO	3,539	3,605	3,671	3,738	3,808	3,877	3,948	4,022	4,096	4,170	4,247	4,325	4,404	4,484
	7.5 hr	YR	42,474	43,257	44,052	44,859	45,688	46,530	47,382	48,257	49,143	50,040	50,961	51,893	52,847	53,813
B25/B32	8 hr	YR	50,031	50,904	51,789	52,686	53,607	54,540	55,485	56,455	57,437	58,443	59,461	60,503	61,557	62,636
	8 hr	MO	4,169	4,242	4,316	4,390	4,467	4,545	4,624	4,705	4,786	4,870	4,955	5,042	5,130	5,220
		HR	24.06	24.47	24.90	25.33	25.78	26.22	26.67	27.14	27.61	28.10	28.58	29.09	29.59	30.12
	7.5 hr	MO	3,879	3,948	4,017	4,087	4,160	4,233	4,308	4,383	4,460	4,539	4,619	4,700	4,782	4,866
	7.5 hr	YR	46,553	47,377	48,201	49,050	49,922	50,795	51,692	52,601	53,522	54,467	55,425	56,394	57,388	58,394
C43	8 hr	YR	58,406	59,606	60,830	62,079	63,351	64,660	65,993	67,351	68,733	70,151	71,593	73,071	74,574	76,126
	8 hr	MO	4,867	4,967	5,069	5,173	5,279	5,388	5,499	5,613	5,728	5,846	5,966	6,089	6,215	6,344
		HR	28.08	28.65	29.25	29.85	30.46	31.09	31.72	32.38	33.05	33.72	34.42	35.13	35.86	36.60
	7.5 hr	MO	4,558	4,652	4,748	4,846	4,947	5,049	5,153	5,260	5,368	5,479	5,593	5,709	5,827	5,947
	7.5 hr	YR	54,698	55,825	56,976	58,152	59,364	60,588	61,836	63,121	64,418	65,751	67,121	68,502	69,920	71,363
C45/C52	8 hr	YR	69,169	70,660	72,187	73,750	75,350	76,986	78,647	80,343	82,077	83,858	85,676	87,531	89,421	91,361
		MO	5,764	5,888	6,016	6,146	6,279	6,416	6,554	6,695	6,840	6,988	7,140	7,294	7,452	7,613
		HR	33.26	33.97	34.70	35.46	36.23	37.02	37.81	38.62	39.46	40.32	41.19	42.09	43.00	43.92



Title/Class	PayBand	# Empl
Office Support Technician	A13	1
Computer Support Technician	B24	6
Systems Support Specialist	B25/B32	4
Technology Administrator	C43	13
Sr Technology Administrator	C45/C52	4

**2018 Pay Plan**  
**Teamsters - Technology Services**  
**Effective April 1, 2018**

Pay Grade		Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	
A13	8 hr	YR	31,796	32,575	33,366	34,182	35,010	35,863	36,741	37,631	38,546	39,486	40,450	41,439	42,452	43,491
	8 hr	MO	2,650	2,715	2,781	2,849	2,918	2,989	3,062	3,136	3,212	3,290	3,371	3,453	3,538	3,624
		HR	15.29	15.66	16.04	16.43	16.83	17.24	17.66	18.09	18.53	18.98	19.45	19.92	20.41	20.91
	7.5 hr	MO	2,484	2,545	2,607	2,670	2,735	2,802	2,870	2,940	3,011	3,085	3,160	3,237	3,317	3,398
	7.5 hr	YR	29,809	30,539	31,281	32,046	32,822	33,622	34,445	35,279	36,137	37,018	37,922	38,849	39,799	40,773
B24/B31	8 hr	YR	46,211	47,064	47,929	48,807	49,709	50,624	51,551	52,503	53,467	54,444	55,445	56,459	57,498	58,548
	8 hr	MO	3,851	3,922	3,994	4,067	4,142	4,219	4,296	4,375	4,456	4,537	4,620	4,705	4,791	4,879
		HR	22.22	22.63	23.04	23.46	23.90	24.34	24.78	25.24	25.71	26.18	26.66	27.14	27.64	28.15
	7.5 hr	MO	3,610	3,677	3,744	3,813	3,884	3,955	4,027	4,102	4,177	4,253	4,332	4,411	4,492	4,574
	7.5 hr	YR	43,322	44,122	44,933	45,756	46,602	47,460	48,329	49,222	50,126	51,041	51,980	52,930	53,904	54,889
B25/B32	8 hr	YR	51,032	51,922	52,825	53,739	54,679	55,631	56,595	57,584	58,585	59,611	60,650	61,713	62,789	63,889
	8 hr	MO	4,253	4,327	4,402	4,478	4,557	4,636	4,716	4,799	4,882	4,968	5,054	5,143	5,232	5,324
		HR	24.53	24.96	25.40	25.84	26.29	26.75	27.21	27.68	28.17	28.66	29.16	29.67	30.19	30.72
	7.5 hr	MO	3,987	4,056	4,127	4,198	4,272	4,346	4,421	4,499	4,577	4,657	4,738	4,821	4,905	4,991
	7.5 hr	YR	47,842	48,677	49,523	50,381	51,261	52,154	53,058	53,985	54,924	55,886	56,859	57,856	58,864	59,896
C43	8 hr	YR	59,574	60,798	62,047	63,320	64,618	65,953	67,313	68,698	70,107	71,554	73,025	74,533	76,078	77,648
	8 hr	MO	4,965	5,067	5,171	5,277	5,385	5,496	5,609	5,725	5,842	5,963	6,085	6,211	6,340	6,471
		HR	28.64	29.23	29.83	30.44	31.07	31.71	32.36	33.03	33.71	34.40	35.11	35.83	36.58	37.33
	7.5 hr	MO	4,654	4,750	4,847	4,947	5,048	5,153	5,259	5,367	5,477	5,590	5,705	5,823	5,944	6,066
	7.5 hr	YR	55,851	56,998	58,169	59,363	60,580	61,831	63,106	64,404	65,725	67,081	68,461	69,875	71,323	72,795
C45/C52	8 hr	YR	70,552	72,073	73,630	75,225	76,857	78,526	80,220	81,950	83,718	85,535	87,390	89,281	91,210	93,188
		MO	5,879	6,006	6,136	6,269	6,405	6,544	6,685	6,829	6,977	7,128	7,282	7,440	7,601	7,766
	8 hr	HR	33.92	34.65	35.40	36.17	36.95	37.75	38.57	39.40	40.25	41.12	42.01	42.92	43.85	44.80

Title/Class	PayBand	# Empl
Office Support Technician	A13	1
Computer Support Technician	B24	6
Systems Support Specialist	B25/B32	4
Technology Administrator	C43	13
Sr Technology Administrator	C45/C52	4

**2019 Pay Plan  
Teamsters - Technology Services  
Effective February 1, 2019**

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
A13	8 hr YR	31,796	32,575	33,366	34,182	35,010	35,863	36,741	37,631	38,546	39,486	40,450	41,439	42,452	43,491
	8 hr MO	2,650	2,715	2,781	2,849	2,918	2,989	3,062	3,136	3,212	3,290	3,371	3,453	3,538	3,624
	HR	15.29	15.66	16.04	16.43	16.83	17.24	17.66	18.09	18.53	18.98	19.45	19.92	20.41	20.91
	7.5 hr MO	2,484	2,545	2,607	2,670	2,735	2,802	2,870	2,940	3,011	3,085	3,160	3,237	3,317	3,398
	7.5 hr YR	29,809	30,539	31,281	32,046	32,822	33,622	34,445	35,279	36,137	37,018	37,922	38,849	39,799	40,773
B21	8 hr YR	34,825	35,641	36,469	37,322	38,200	39,090	40,005	40,944	41,896	42,873	43,874	44,900	45,951	47,027
	8 hr MO	2,902	2,970	3,039	3,110	3,183	3,257	3,334	3,412	3,491	3,573	3,656	3,742	3,829	3,919
	HR	16.74	17.13	17.53	17.94	18.37	18.79	19.23	19.68	20.14	20.61	21.09	21.59	22.09	22.61
	7.5 hr MO	2,721	2,784	2,849	2,916	2,984	3,054	3,125	3,199	3,273	3,349	3,428	3,508	3,590	3,674
	7.5 hr YR	32,648	33,413	34,190	34,989	35,812	36,647	37,504	38,385	39,278	40,193	41,132	42,094	43,079	44,087
B24/B31	8 hr YR	46,211	47,064	47,929	48,807	49,709	50,624	51,551	52,503	53,467	54,444	55,445	56,459	57,498	58,548
	8 hr MO	3,851	3,922	3,994	4,067	4,142	4,219	4,296	4,375	4,456	4,537	4,620	4,705	4,791	4,879
	HR	22.22	22.63	23.04	23.46	23.90	24.34	24.78	25.24	25.71	26.18	26.66	27.14	27.64	28.15
	7.5 hr MO	3,610	3,677	3,744	3,813	3,884	3,955	4,027	4,102	4,177	4,253	4,332	4,411	4,492	4,574
	7.5 hr YR	43,322	44,122	44,933	45,756	46,602	47,460	48,329	49,222	50,126	51,041	51,980	52,930	53,904	54,889
B25/B32	8 hr YR	51,032	51,922	52,825	53,739	54,679	55,631	56,595	57,584	58,585	59,611	60,650	61,713	62,789	63,889
	8 hr MO	4,253	4,327	4,402	4,478	4,557	4,636	4,716	4,799	4,882	4,968	5,054	5,143	5,232	5,324
	HR	24.53	24.96	25.40	25.84	26.29	26.75	27.21	27.68	28.17	28.66	29.16	29.67	30.19	30.72
	7.5 hr MO	3,987	4,056	4,127	4,198	4,272	4,346	4,421	4,499	4,577	4,657	4,738	4,821	4,905	4,991
	7.5 hr YR	47,842	48,677	49,523	50,381	51,261	52,154	53,058	53,985	54,924	55,886	56,859	57,856	58,864	59,896
C43	8 hr YR	59,574	60,798	62,047	63,320	64,618	65,953	67,313	68,698	70,107	71,554	73,025	74,533	76,078	77,648
	8 hr MO	4,965	5,067	5,171	5,277	5,385	5,496	5,609	5,725	5,842	5,963	6,085	6,211	6,340	6,471
	HR	28.64	29.23	29.83	30.44	31.07	31.71	32.36	33.03	33.71	34.40	35.11	35.83	36.58	37.33
	7.5 hr MO	4,654	4,750	4,847	4,947	5,048	5,153	5,259	5,367	5,477	5,590	5,705	5,823	5,944	6,066
	7.5 hr YR	55,851	56,998	58,169	59,363	60,580	61,831	63,106	64,404	65,725	67,081	68,461	69,875	71,323	72,795
C45/C52	8 hr YR	70,552	72,073	73,630	75,225	76,857	78,526	80,220	81,950	83,718	85,535	87,390	89,281	91,210	93,188
	MO	5,879	6,006	6,136	6,269	6,405	6,544	6,685	6,829	6,977	7,128	7,282	7,440	7,601	7,766
	8 hr HR	33.92	34.65	35.40	36.17	36.95	37.75	38.57	39.40	40.25	41.12	42.01	42.92	43.85	44.80