

ORIGINAL

Agreement
By and Between
Clallam County

and

The Washington State Council of
County and City Employees, Local 1619-CS

For the Period

July 1, 2020 – June 30, 2021

Contract Extension Agreement

SHERIFF'S CORRECTIONS SERGEANTS

MEMORANDUM OF UNDERSTANDING
Clallam County/AFSCME 1619-CS
Contract Extension Agreement

Clallam County (“the County”) and AFSCME Local 1619-CS (“the Union”) have, by mutual agreement, modified the collective bargaining agreement now in effect and expiring June 30, 2020, as follows:

Article 1 – Term of Agreement. Revise as follows:

This AGREEMENT shall be effective as of July 1, 2020 and shall continue in full force and effect through June 30, 2021.

This AGREEMENT shall supersede all previous agreements signed between the County and the Union relating to wages and conditions of employment. This Agreement shall take effect on July 1, 2020 or the first of the month following ratification and signature by the parties, whichever is later.

The County shall provide paid family and medical leave in accordance with Title 50A RCW.

Article 12.10 – Health Insurance Coverage and Employee Welfare

- A. During the life of this Agreement, the County will provide Health Care Insurance for employees and their dependents who meet hours of eligibility as specified in Article 2 and in the Teamster Trust.

The bargaining unit may reopen this Article periodically to change the specified Teamster medical benefit plans provided to the group to different selection of plans, provided that the change occurs at a time and in a manner which is permissible under Teamster Trust guidelines and the County’s participation agreement, provided that, if the cost of such selection exceeds County contribution identified below, 100% of such excess cost shall be paid by the employee. Both parties reserve the right to reopen this Article 12.10 concerning the cost of insurance benefits, plan design, and the employee and County share of the cost of insurance benefits.

If reopened, the parties will schedule bargaining during the months of November and December. Bargaining will occur between the County and AFSCME units M&P, CD and CS as a coalition. The parties shall exchange proposals and data in advance and shall not be required to meet for more than one day of bargaining. The result of negotiations will be either an agreement reached by the parties in bargaining or the agreement reflected in this Article with respect to costs. If the bargaining unit elects a change in insurance plans, the change shall become effective prospectively and only in accordance with and as permitted by Teamster trust guidelines.

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The bargaining unit has elected for the life of this Agreement:

Teamster Medical Plan Z	\$1,196.00
Teamster Dental Plan B	\$ 87.50
Teamster Vision Plan EXT	\$ 17.10
Teamsters Life Insurance (30k)	\$ 8.60
Total =	1309.20

Effective July 1, 2020, the County shall continue to contribute up to one thousand one hundred forty-three dollars and fifty-six cents (\$1143.56) towards the medical plans identified above and the employee shall contribute one hundred sixty five dollars and sixty four cents (\$165.64) creating a new cap of one thousand three hundred nine dollars and twenty cents (1,309.20). The bargaining unit has elected to pay their contribution (\$165.64) by way of payroll deduction.

Effective January 1, 2021, the employer contribution shall increase by thirty-five dollars (\$35.00), to one thousand one hundred seventy-eight dollars (\$1,178.56), creating a new cap, to include the employees contribution stated above (\$165.64), of one thousand three hundred forty-four dollars and twenty cents (\$1344.20).

If the County's contribution exceeds the cost of the above plans the difference shall be placed into a HRA account to be established by the County. This account will be owned by the employee.

HRA contributions will continue to be made on a monthly basis.

Note: Effective July 1, 2020, the County will contribute an additional one hundred seventy-five dollars (\$175.00) to either the HRA VEBA or into the medical plan, based on the bargaining unit's determination.

In subsequent years for the life of the Agreement the employee and County will share equally (50/50) in the premium amount in excess of the cap. Increases for which the employee is responsible will first result in a reduction of the HRA contribution to cover such cost.

The Union and the Employer agree that monthly contributions to the Teamsters Trust shall be distributed as follows: the Dental Plan, the Vision Plan, and then the Medical Plan.

No changes to the rest of Article 12.10.

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Article 13.1 – Wages

Appendix A reflects a one percent (1%) Cost of Living Adjustment to the January 2020 wage scale for Corrections Sergeants, to be effective July 1, 2020. Effective January 1, 2021, there will be an additional one percent (1%) Cost of Living Adjustment to Appendix A.

The following positions will receive a hazard pay premium of one percent (1%) whenever a Declaration of Emergency has been issued by the County Administrator and/or the Clallam County Board of Commissioners for so long as the Declaration of Emergency remains in effect:

Corrections Sergeant.

13.8 - Educational Incentives (Revised):

13.8.1 An employee who has attained or possesses an AA/AS degree from an accredited college or university shall be eligible to receive a monthly educational Incentive equivalent to two percent (2%) of the employee's applicable base wage.

13.8.2 An employee who has attained or possesses a BA/BS degree from an accredited college or university shall be eligible to receive a monthly educational incentive equivalent to four percent (4%) of the employee's applicable base wage.

**MEMORANDUM OF UNDERSTANDING
Clallam County/AFSCME 1619-CS
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Date Signed

Date Signed:

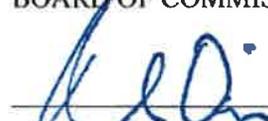
By Union: _____

By County: 7-14-20

THE WASHINGTON STATE COUNCIL OF
COUNTY AND CITY EMPLOYEES,
LOCAL 1619-CS

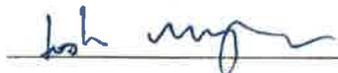
CLALLAM COUNTY
BOARD OF COMMISSIONERS





Darrell Bryant, President

Mark Ozias, Chair





Joshua Marburger, AFSCME Representative

Bill Peach

APPROVED AS TO FORM:

Randy Johnson





Matthew Lynch, Employment Counsel

ATTEST:





Loni Gores
Clerk of the Board

Bill Benedict, Clallam County Sheriff

Date Signed: 7-9-2020



APPENDIX A

1619 CS Salary Schedules as of 7-1-2020

I-1-20+1.00%

1619CS	1	2	3	4	5	6	7	8	9
Hourly Rate	30.410	31.170	31.949	32.748	33.567	34.406	35.266	36.148	37.052
40 Hr Salary	5270.95	5402.73	5537.78	5676.23	5818.15	5963.59	6112.69	6265.51	6422.15

w/3% Longevity after

10 yrs in Corrections

Hourly Rate	31.322	32.105	32.908	33.731	34.574	35.438	36.324	37.232	38.163
40 Hr Salary	5429.08	5564.81	5703.92	5846.53	5992.70	6142.49	6296.07	6453.47	6614.80