

ORIGINAL

**Agreement
By and Between
Clallam County
and
The Washington State Council of
County and City Employees, Local 1619-CD**

**For the Period
July 1, 2020 – June 30, 2021**

Contract Extension Agreement

SHERIFF'S CORRECTIONS DEPUTIES

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

Clallam County (“the County”) and AFSCME Local 1619-CD (“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.

Article 11.12 – On-Call. Revise as follows;

On-call designations shall be made for increments of eight (8) hours beginning and ending at the start time of the employee's scheduled work shift. Employees who are designated to be on-call by the Sheriff or his designee shall be paid as follows: (No further change in existing 11.12 language)

Article 12.4.A, revise as follows:

Priority Bids. Corrections Deputies covered by the Agreement may bid use of floating holidays and vacation for one period up to 15 consecutive workdays or three periods of up to five (5) consecutive workdays for their first priority bid. Upon completion of the first round of priority bidding, a second round of bidding shall occur allowing one additional week (5 days) priority bid. In no event may compensatory time be charged in lieu of a floating holiday or vacation for any portion of a bid vacation/holiday leave. Priority bidding will occur during the month of December of each year. Bids shall be awarded based on seniority by shift. The priority bids will be awarded and the priority vacation schedule will be established on or before December 21. Once the priority bid schedule is established, it is not subject to cancellation except due to emergency declared by the Sheriff, in writing.

The County can assume no involvement in, nor responsibility for, individual or family travel plans and arrangements. However, the Sheriff will intervene in the event of emergency in an attempt to assist in obtaining refunds if necessary. Provided that the shift bid must be resolved before any vacation bid occurs.

Article 12.10 – Health Insurance Coverage and Employee Welfare, Paragraph A, revise as follows:

- 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. Hours worked in one month qualify an

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

employee for insurance in the following month under the Teamster plan. Lump sum payments made upon termination of employment are not payments which result in eligibility in the next month.

During the life of this Agreement, the County shall provide the Teamster HMO Plan or the Teamsters Medical Benefits described in pertinent documents of the Washington Teamster Trust, as specified below:

TEAMSTER TRUST MEDICAL BENEFIT PLAN:

● Teamsters Medical Plan Z	\$1,196.00
● Washington Teamsters Dental Plan B	\$ 87.50
● Teamsters Vision Care Trust	\$ 17.10
	Total = \$1,300.60

Effective July 1, 2020, the County shall contribute up to one thousand one hundred thirty nine dollars and twenty six cents (\$1139.26) towards the medical plans identified above and the employee shall contribute one hundred sixty one dollars and thirty four cents (\$161.34), creating a new cap of one thousand three hundred dollars and sixty cents (\$1,300.60).

Effective January 1, 2021, the employer shall increase their contribution by thirty five dollars (\$35.00, creating a new cap, to include the employees contribution stated above (\$161.34), of one thousand three hundred thirty five dollars and sixty cents (\$1,335.60). The bargaining unit has elected to reduce their HRA/VEBA contribution to no less than fifty dollars to cover their cost of the medical benefits identified above. Any additional costs for which the employee is responsible for shall be done by payroll deduction unless elected otherwise by the bargaining unit.

If the County's contribution exceeds the cost of the above plans the difference shall be placed into a Health Reimbursement Account (HRA) 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 subject to the reductions identified in paragraph 12.10.A. This contribution is deemed a component of total compensation.

The County shall continue to pay premium costs up to the stated dollar amount plus fifty percent (50%) of benefit cost in excess of the cap. Increases for which the employee is responsible will first result in a reduction of the HRA

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

contribution to cover such cost.

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 the cost of the plans identified above, 100% of such excess cost shall be paid by the employee. In the course of such bargaining, the parties may also bargain concerning the increase or reduction in the amount of contribution made by the County to the employees' HRA accounts in order to equalize the health and welfare benefits provided and related costs assumed by the County for bargaining unit employees.

Article 13.1 – Wages, revise as follows:

Employees are paid at the following salary ranges:

	<u>9-Step</u> <u>Salary Range</u>
Corrections Deputy	51

Appendix A reflects a one percent (1%) Cost of Living Adjustment over the January 1, 2020 wage schedule, to be effective July 1, 2020. During the term of this Agreement wages and the wage appendices shall reflect the following increases:

- January 1, 2021, one percent (1%) Cost of Living Adjustment

In addition to the above Cost of Living Adjustments, the County will increase Step 1 of the wage scale by an additional one percent (1%) effective July 1, 2020, through and including June 30, 2021. This additional increase will sunset on June 30, 2021 and will be removed on that date. Employees currently at Step 1 shall see an additional one percent (1%) increase under this provision. Employees hired during this period shall retain their step one rate for the duration of their placement at Step 1.

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 Deputy.

Article 13.9 - Educational Incentives.

- A. 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

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

B. 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.

Date Signed
By Union: July 8, 2020

Date Signed:
By County: 7-14-20

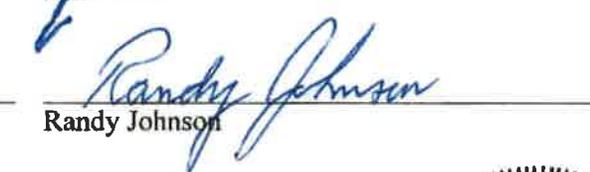
THE WASHINGTON STATE COUNCIL OF
COUNTY AND CITY EMPLOYEES,
LOCAL 1619-CD

CLALLAM COUNTY
BOARD OF COMMISSIONERS


Mark Raemer, President


Mark Ozias, Chair


Aaron Cole, AFSCME Representative


Bill Peach

Randy Johnson

APPROVED AS TO FORM:


Matthew Lynch, Employment Counsel

ATTEST:


Loni Gores
Clerk of the Board



CLALLAM COUNTY SHERIFF


Bill Benedict
Date Signed: 7-9-2020

Appendix A

1-1-20 + 1.00%

1619 CD Salary Schedules as of 7-1-2020

1619CD Range 51	1	2	3	4	5	6	7	8	9
Hourly Rate	23.680	24.272	24.879	25.501	26.139	26.792	27.462	28.149	28.852
40 Hr Salary	4104.52	4207.13	4312.31	4420.10	4530.61	4643.89	4759.98	4878.98	5000.95
w/3% Longevity after 10 years									
Hourly Rate	24.391	25.001	25.626	26.266	26.923	27.596	28.286	28.993	29.718
40 Hr Salary	4227.66	4333.34	4441.68	4552.71	4666.53	4783.21	4902.78	5025.35	5150.98
w/3% Longevity after 15 years									
Hourly Rate	25.123	25.751	26.394	27.054	27.730	28.424	29.134	29.863	30.609
40 Hr Salary	4354.49	4463.34	4574.93	4689.29	4806.52	4926.71	5049.87	5176.11	5305.51