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**Agreement**

**By and Between**

**Clallam County**

**And**

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

**For the Period**

**July 1, 2021 – June 30, 2024**

**Contract Extension Agreement**

**Limited Commission**

**Clallam County/AFSCME 1619-LC  
Contract Extension Agreement  
2021-2024**

Clallam County (“the County”) and AFSCME Local 1619-LC (“the Union”) have by mutual agreement modified the Collective Bargaining Agreement (to include current Extension Agreement expiring June 30, 2021) as follows:

**Article 1 – Term of Agreement.** Revise as follows:

This AGREEMENT shall be effective as of July 1, 2021 and shall continue in full force and effect through June 30, 2024.

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, 2021 or the first of the month following ratification and signature by both parties, whichever is later.

**Article 12.10 – Health and Welfare Coverage,** 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. Lump sum payments made upon termination of employment are not payments which result in eligibility in the next month.
- B. Effective July 1, 2021, the County shall pay up to one thousand one hundred sixty dollars (\$1160.00) monthly toward the medical, dental, vision, life, AD&D, time loss, dependent life, and/or disability waiver premium costs for benefits elected by the bargaining unit. Premium costs above this amount shall be paid by the employee by way of payroll deduction. Twenty-five dollars (\$25.00) of the Employer increased monthly premium above is in lieu of the twenty-five dollars (\$25.00) previous employee HRA VEBA contribution.

Effective January 1, 2022, the County’s monthly contribution toward the premium costs for benefits will increase by fifty dollars (\$50.00), making the new employer cap one thousand two hundred ten dollars (\$1210.00).

Effective January 1, 2023, the County’s monthly contribution toward the premium costs for benefits will increase by fifty dollars (\$50.00), making the new employer cap one thousand two hundred sixty dollars (\$1260.00).

Effective January 1, 2024, the County’s monthly contribution toward the premium costs for benefits will increase by fifty dollars (\$50.00), making the new employer cap one thousand three hundred ten dollars (\$1310.00).

**Clallam County/AFSCME 1619-LC  
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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 above, 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. The parties shall exchange proposals and data in advance and shall not be required to meet for more than one (1) 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 (unless a prior agreement of the parties is reached which is more advantageous to the employees in which case that agreement shall be continued in the following year.) 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.

The bargaining unit has elected as of July 2021:

Teamster Medical Plan Z

Teamster Dental Plan A

Teamster Vision Plan EXT

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.

**Article 12 – Employee Benefits:**

**(New) Article – 12.16 COVID Leave.**

Effective July 1, 2021, regular full-time employees (defined as thirty-seven and one-half (37.5) hours/week or more) shall be eligible for up to an additional eighty (80) hours of paid sick leave during the 2021 calendar year for absences caused by COVID-related illness or mandatory quarantine because of COVID infection or exposure. This is a contingent benefit and shall have no cash out value should the benefit not be utilized by an employee, nor shall there be carryover of unused COVID leave into the next calendar year. This benefit is retroactive to January 1, 2021 and requires that a physician or the Clallam County Health Officer provide verification to Human Resources.

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**(New) Article – 12.17 COVID Vaccine Benefit.**

Each full-time employee (defined as thirty-seven and one-half (37.5) hours/week or more) who presents proof of completed COVID vaccination treatment to the Human Resources Department (through presentation of a vaccine record from an accredited state agency or health care provider) shall receive sixteen (16) hours of floating holiday in the calendar year in which the employee completed vaccine treatment. This is a one-time benefit and shall have no cash out value nor shall there be carryover of unused hours into the next calendar year.

*No further changes to Article 12*

**Article 13.1 – Wages**, revise as follows:

The January 2021 wage scale shall be adjusted progressively to reflect yearly Cost of Living Adjustments:

- July 1, 2021, one percent (1 %) Cost of Living Adjustment
- January 1, 2022, two and one half percent (2.5%) Cost of Living Adjustment
- January 1, 2023, two and one half percent (2.5%) Cost of Living Adjustment
- January 1, 2024, two and one half percent (2.5%) Cost of Living Adjustment

**(New) Article – 13.5 Length of Service Medical Contribution**

To recognize continuous length of service with the County (defined as length of service with the County without a break in service of one hundred eighty (180) consecutive days or more), the County shall provide an additional monthly medical premium contribution on behalf of each eligible regular full-time (minimum thirty-seven and one-half (37.5) hours per week or more) employee based on length of service at the rate below. Any eligible employee receiving an evaluation having an overall rating of less than satisfactory/meets standards/meets expectations shall have this benefit suspended until such time as an overall satisfactory/meets standards/meets expectations (or higher) evaluation is received.

- Completion of ten (10) years (anniversary date beginning 11<sup>th</sup> year of service): Sixty-five dollars (\$65.00)/month
- Completion of fifteen (15) years (anniversary date beginning 16<sup>th</sup> year of service): One hundred dollars (\$100.00)/month
- Completion of twenty (20) years or more (anniversary date beginning 21<sup>st</sup> year of service): One hundred thirty-five dollars (\$135.00)/month

Longevity Language deleted from Bargaining Agreement in exchange for Length of Service

**Clallam County/AFSCME 1619-LC  
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Medical Contribution language (New 13.5) and COLA's identified in 13.1.

**Article – 13.7 Accreditation Pay**

To recognize the high standards met, and the efforts involved in the accreditation process, as of July 1, 2021 each employee covered under this Agreement shall receive an additional one percent (1%) monthly accreditation premium pay calculated from the employee's base salary. In the event management does not seek accreditation renewal, or fails the accreditation process, the premium pay shall end on the expiration date of the existing accreditation certification. Accreditation premium pay shall remain in place so long as any portion of the Sheriff's Office (patrol or jail) is accredited.

*No further changes to Article 13*

Date Signed  
by Union: 7/6/2021

Date signed  
by County: 7/6/21

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

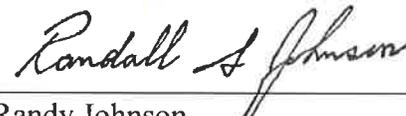
CLALLAM COUNTY  
BOARD OF COMMISSIONERS

  
\_\_\_\_\_  
Jackie Koon, Local President

  
\_\_\_\_\_  
Mark Ozias, Chair

  
\_\_\_\_\_  
Aaron Cole, AFSCME Representative

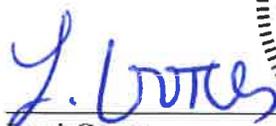
  
\_\_\_\_\_  
Bill Peach

  
\_\_\_\_\_  
Randy Johnson

APPROVED AS TO FORM:

ATTEST:

  
\_\_\_\_\_  
Matt Lynch, Employment Counsel

  
\_\_\_\_\_  
Loni Gores  
Clerk of the Board

