

ORIGINAL

461.21.12 2h
7/27/24

**Agreement
By and Between
Clallam County**

And

**The Washington State Council of
County and City Employees, Local 1619-S
For the Period**

July 1, 2021 – June 30, 2024

Contract Extension Agreement

Patrol Sergeant

**Clallam County/AFSCME 1619-S
Contract Extension Agreement
July 1, 2021 – June 30, 2024**

Clallam County (“the County”) and AFSCME 1619-S (“the Union”) have, by mutual agreement, modified the collective bargaining agreement extension 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 previous agreements and MOU’s signed between the County and the Union on the Articles below regarding 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 11.2 – Overtime

Wages shall be paid at the overtime rate as required by the Fair Labor Standards Act and Washington law. As a general rule, any work performed in excess of forty (40) hours per week shall be paid at the rate of time and one half (1-1/2) the regular rate of pay, or paid in the form of compensatory time off in accordance with the compensatory time provisions of this article. All overtime shall be authorized by the employee’s supervisor and approved by the Sheriff’s designee.

Notwithstanding the foregoing, hours worked in responding to emergency call-outs from an off-duty status shall be paid at the overtime rate of pay; any deviation from a deputy’s regular and scheduled shift hours directed by a supervisor shall be paid at the overtime rate; and, all self-initiated time worked related to police community caretaker, public safety and priority enforcement actions shall be paid at the overtime rate.

2080 hours is to be used for purposes of calculating overtime.

No Further Changes to Article 11

Article 12.9 – Health and Welfare Coverage, 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. Employees shall be eligible for benefits under this Article 12 during the month following any month in which the sum of the employee’s hours worked, paid time off and authorized time off is eighty (80) hours or more, and coverage commences the first month following the first payroll deduction of the employee paid amount of premium and for which eligibility is established by this Agreement and the WTWT subscription

agreement. 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
- Washington Teamsters Dental Plan B
- Teamsters Vision Care Trust
- Teamsters Plan A Life and AD&D

Effective July 1, 2021, the County's medical contribution cap shall be one thousand three hundred forty-four dollars and twenty cents (\$1344.20). Effective January 1, 2022, the County's medical contribution cap will increase an additional fifty dollars (\$50.00) to create a new employer cap of one thousand three hundred ninety-four dollars and twenty cents (\$1394.20). Effective January 1, 2023, the County's medical contribution cap will increase an additional fifty dollars (\$50.00) to create a new employer cap of one thousand four hundred forty-four dollars and twenty cents (\$1444.20). Effective January 1, 2024, the County's medical contribution cap will increase an additional fifty dollars (\$50.00) to create a new employer cap of one thousand four hundred ninety-four dollars and twenty cents (\$1494.20). Any increases to the cost of the benefit plans above the new caps shall be shared equally (50/50) by the County and employees. Employees will pay the balance through the County's reduction of the amount of contribution specified in section (F) of this Article relating to Health Reimbursement Account.

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.

- G. COVID Leave (New). 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

**Clallam County/AFSCME 1619-S
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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.

- H. COVID Vaccine Benefit (New). 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.

Article 13.1 – Wages, revise first paragraph as follows:

The attached Appendix A wage scale will become effective July 1, 2021. Effective January 1, 2022, provide a cost of living increase to the Appendix A wage scale of two and one-half percent (2.50%). Effective January 1, 2023, provide an additional cost of living increase to the Appendix A wage scale of two and one-half percent (2.50%). Effective January 1, 2024, provide an additional cost of living increase to the Appendix A wage scale of two and one-half percent (2.50%).

Longevity steps occur after completion of 5, 10, and 15 years (based on time as a Clallam County Patrol Sergeant) as follows:

- 5 Years – Additional three percent (3%) based on step three (3)
- 10 Years – Additional four percent (4%) based on step three (3)
- 15 Years – Additional five percent (5%) based on step three (3)

Article 13.6 - Section 401(a) Plan Match. Effective July 1, 2021, the County shall match into a 401 (a) Plan elected by the employee two and a half percent (2.5%) of base salary provided the employee contributed a like amount into an IRC 457 or 401(a) match and save plan.

Article 13.12 (New) – 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. Any eligible employee receiving an evaluation having an overall rating less than satisfactory/meets standards/meets expectations shall have accreditation pay

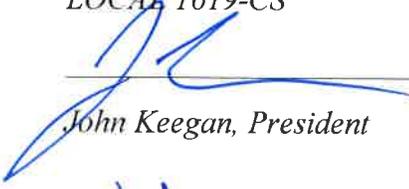
suspended until such time as an overall satisfactory/meets standards/meets expectations (or higher) evaluation is received.

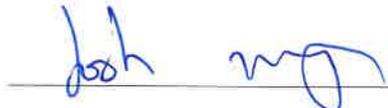
No Further Changes to Article 13

Date Signed

By Union: _____

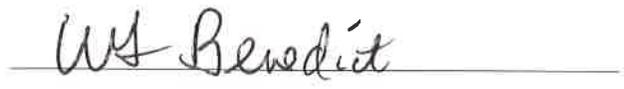
THE WASHINGTON STATE COUNCIL OF
COUNTY AND CITY EMPLOYEES,
LOCAL 1619-CS

 7-26-21
John Keegan, President


Joshua Marburger, AFSCME Representative

APPROVED AS TO FORM:


Matthew Lynch, Employment Counsel


Bill Benedict, Clallam County Sheriff

Date Signed: 10-26-2021

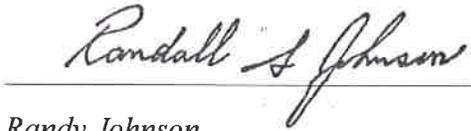
Date Signed:

By County: 7/27/21

CLALLAM COUNTY
BOARD OF COMMISSIONERS

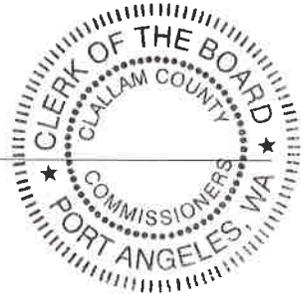

Mark Ozias, Chair


Bill Peach


Randy Johnson

ATTEST:


Loni Gores
Clerk of the Board



APPENDIX A

**7-1-21 AFSCME - 1619S
PAY SCHEDULE**

	<u>Year</u>	<u>HOURLY</u>	<u>MONTHLY (40 HOURS)</u>
Year (Step 1)	1	40.967	7100.84
Year (Step 2)	2	42.045	7287.71
Year (Step 3)-Top Step	3	43.123	7474.57
After 5 Years	6	44.417	7698.81
After 10 Years	11	44.848	7773.55
After 15 Years (as a Sergeant)	16	45.280	7848.30

Longevity steps occur after completion of 5, 10, 15 years (based on time as Clallam County Patrol Sergeant) as follows:

- After 5 years - Additional three percent (3%) based on step three (3)
- After 10 years - Additional four percent (4%) based on step three (3)
- After 15 years - Additional five percent (5%) based on step three (3)