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7/6/21

Agreement

By and Between

Clallam County

And

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

For the Period

July 1, 2021 – June 30, 2024

Contract Extension Agreement

Corrections Deputies

Clallam County/AFSCME 1619-CD
Contract Extension Agreement
7/1/2021 – 6/30/2024

Clallam County (“the County”) and AFSCME Local 1619-CD (“the Union”) have, by mutual agreement, modified the Collective Bargaining Agreement and Extension Agreement, now in effect and expiring June 30, 2021 and shall remain in full force and effect except for updates 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 the parties, whichever is later.

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 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
- Washington Teamsters Dental Plan B
- Teamsters Vision Care Trust

Effective January 1, 2021, the employer shall contribute up to 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 seventy-five 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) established by the County.

Clallam County/AFSCME 1619-CD
Contract Extension Agreement
7/1/2021 – 6/30/2024

The current Employer contribution to the Employee HRA/VEBA is thirteen dollars and sixty-six cents (\$13.66) plus thirty-six dollars and thirty-four cents (\$36.34) by the Employee (by payroll deduction) for a total HRA/VEBA contribution of fifty dollars (\$50.00). As of July 01, 2021, the Employer contribution shall reflect an increase in the amount of seventeen dollars (\$17), for a new total of thirty dollars and sixty-six cents (\$30.66). The seventeen dollars (\$17) reflects the difference between the medical cap (\$1,335.60) and actual cost of Employee selected medical package (currently \$1,318.60). The Employee contribution shall increase to forty-four dollars and thirty-four cents (44.34) for a combined Employer/Employee HRA/VEBA contribution of seventy-five dollars (\$75). This account will be owned by the employee.

Effective January 1, 2022, the County's monthly contribution toward the premium cost for benefits will increase by fifty dollars (\$50.00), making the new employer cap one thousand three hundred eight-five dollars and sixty cents (\$1385.60).

Effective January 1, 2023, the County's monthly contribution toward the premium cost for benefits will increase by fifty dollars (\$50.00), making the new employer cap one thousand four hundred thirty-five dollars and sixty cents (\$1435.60).

Effective January 1, 2024, the County's monthly contribution toward the premium cost for benefits will increase by fifty dollars (\$50.00), making the new employer cap one thousand four hundred eighty-five dollars and sixty cents (\$1485.60).

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

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 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.

Clallam County/AFSCME 1619-CD
Contract Extension Agreement
7/1/2021 – 6/30/2024

(New) Article 12.15 – 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.

(New) Article 12.16 – 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:

Effective July 01, 2021, Corrections Deputies shall move to the new 9-step wage scale attached as Appendix A. This wage scale reflects a one and a half percent (1.5%) COLA adjustment and is based on eighty five percent (85%) of the Patrol Deputies wage scale. During the life of this contract, the following Cost of Living Adjustments (COLA) shall occur:

- January 01, 2022 – Additional two and one half percent (2.5%) increase over July 01, 2021 wage schedule
- January 01, 2023 – Additional two and one half percent (2.5%) increase over January 01, 2022 wage schedule
- January 01, 2024 – Additional two and one half percent (2.5%) increase over January 01, 2023 wage schedule

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

Clallam County/AFSCME 1619-CD
Contract Extension Agreement
7/1/2021 – 6/30/2024

Article 13.6 – Longevity.

Longevity of one and one half percent (1.5%) after the tenth (10th) year anniversary of employment at Clallam County Corrections shall be computed based on top step nine (9) of new wage scale and paid by the County. Longevity of three percent (3%) based after the fifteen (15th) year anniversary of employment at Clallam County Corrections shall be computed based on top step nine (9) of new wage scale and paid by the County. Longevity of four and one half percent (4.5%) after twenty (20th) year anniversary of employment at Clallam County Corrections shall be computed based on top step nine (9) of new wage scale and paid by the County.

(New) Article 13.10 – 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 changes to the rest of Article 13.

Clallam County/AFSCME 1619-CD
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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-MP

CLALLAM COUNTY
BOARD OF COMMISSIONERS

Mark Raemer
Mark Raemer, Local President

Mark Ozias
Mark Ozias, Chair

Aaron Cole
Aaron Cole, AFSCME Representative

Bill Peach
Bill Peach

Randy Johnson
Randy Johnson

APPROVED AS TO FORM:

ATTEST:

Matt Lynch
Matt Lynch, Employment Counsel

Loni Gores
Loni Gores
Clerk of the Board



APPENDIX A

Payscale	Patrol Deputies	Corrections Deputies (85% of Deputies)
Year 1	5038.05	4282.34
Year 2	5290	4496.50
Year 3	5554.44	4721.27
Year 4	5832.22	4957.39
Year 5	6123.85	5205.27
Year 6	6215.71	5283.35
Year 7	6308.94	5362.60
Year 8	6403.58	5443.04
Year 9	6499.63	5524.69
Year 10	6597.13	5607.56
Year 11	6597.13	5607.56
Year 12	6597.13	5607.56
Year 13	6597.13	5607.56
Year 14	6597.13	5607.56
Year 15	6694.62	5690.43
Year 16	6694.62	5690.43
Year 17	6694.62	5690.43
Year 18	6694.62	5690.43
Year 19	6694.62	5690.43
Year 20	6792.11	5773.29
Year 21	6792.11	5773.29
Year 22	6792.11	5773.29
Year 23	6792.11	5773.29
Year 24	6792.11	5773.29
Year 25	6792.11	5773.29

Longevity is calculated from top step (9)

Step 10 - 1.5% above base

Step 15 - 3% above base

Step 20 - 4.5% above base