

**Agreement
By and Between
Clallam County**

And

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

July 1, 2021 – June 30, 2024

Contract Extension Agreement

Corrections Sergeants

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

Clallam County (“the County”) and AFSCME 1619-CS (“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 11.6 Flex-Time

With the mutual agreement of an employee and his/her immediate supervisor, an employee who works overtime may adjust scheduled shift hours remaining within the workweek or the following workweek and not receive overtime payments for the hours worked beyond the regular shift. The adjustment of shifts due to flextime will not obligate the employer to additional compensation in any form.

Article 12.10 Health and Welfare Coverage

- 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. The bargaining unit may reopen this Article periodically to change the medical benefit plans. The change must be permissible with the Teamster Trust guidelines and the trust subscription agreement provided that, if the cost of such selection exceeds the County’s contribution identified below, 100% of such excess cost shall be paid by the

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employee.

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. If the cost of benefits elected by the bargaining unit is less than the cap, extra dollars shall be paid into the employees' HRA account
The bargaining unit has elected for 2021:

Teamster Medical Plan Z

Teamster Dental Plan B

Teamster Vision Plan EXT

Teamster Life Insurance (30k)

Effective July 1, 2021 , the County shall contribute up to one thousand one hundred seventy eight dollars and fifty-six cents (\$1,178.56) as an employer cap towards the medical plans identified above, and the employee shall contribute one hundred sixty five dollars and sixty-four cents (\$165.64) creating a total contribution to the medical plans of one thousand three hundred forty-four dollars and twenty cents (\$1,344.20). Effective January 1, 2022, the new employer cap shall increase by fifty dollars (\$50.00), to one thousand two hundred twenty-eight dollars and fifty-six cents (\$1,228.56). Effective January 1, 2023, the new employer cap shall increase by fifty dollars (\$50.00), to one thousand two hundred seventy eight dollars and fifty-six cents (\$1,278.56). Effective January 1, 2024, the new employer cap shall increase by fifty dollars (\$50.00) to one thousand three hundred twenty-eight dollars and fifty-six cents (\$1,328.56). 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 be made on a monthly basis beginning July 1, 2018.

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 12.17 - 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 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.

Article 12.18 - 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

The attached Appendix A wage scale reflects the wage scale for Corrections Sergeants with base wages in effect on July 1, 2021, which shall continue during 2021 and be subject to adjustment as hereinafter specified.

Effective January 1, 2022, provide a cost of living increase to the Appendix A wage scale reflected 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%).

Article 13.2 Step Placement:

The County shall implement the following step administration plan for those positions and salaries enumerated under the County's wage and classification plan.

- A. The step increases shall be based solely upon performance and shall not be granted unless supported by satisfactory employee evaluations. Evaluations of employees shall be conducted at least annually and shall be used as a factor in justifying annual step increases.

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- B. Entry level for Sergeant is identified as Year One (1) of Appendix A, the “3-Step Wage Scale.” All promotions to the position of Sergeant shall be made in accordance with 13.2
- C. Lateral appointments shall be made within the 3-Step Wage Scale. An employee shall move to the next highest step of the 3-Step Wage Scale effective on the first day of the month following the twelve (12) month anniversary of promotion or date of lateral hire except when the anniversary falls on the first day of the month in which case the increase shall be effective on that day. Longevity steps are identified in Article 13.6.
- C. Assignment to a step in the Sergeant range of the 3-step pay plan of an employee promoted from another classification of Clallam County employment shall be a minimum of five percent (5%) increase above the wage of the lower classification.

Article 13.4 Out of Class Differential

Corrections Sergeants may be assigned as acting managers. A Sergeant who is assigned as acting manager shall be paid a differential of five percent (5%) of the Sergeant’s base wage per hour for out-of-class assignments of one full shift or more.

Article 13.6 Longevity

Longevity pay is embedded within the Appendix A wage schedule after the completion of four (4), nine (9) and fourteen (14) years of employment as a Clallam County Corrections Sergeant.

Article 13.9 Accreditation Pay (New)

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.

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Agreement which contravenes any federal, state or local law shall be invalid.

Dated Signed
By Union: 10/5/21

Date Signed
By County: 9/28/21

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

**CLALLAM COUNTY
BOARD OF COMMISSIONERS**

Darrell Bryant
Darrell Bryant, President

Mark Elias
Mark Elias, Chair

Josh Marburger
Josh Marburger, AFSCME Representative

Bill Hatch
Bill Hatch

Matthew Lynch
APPROVED AS TO FORM
Matthew Lynch, Employment Council

Randy Johnson
Randy Johnson

Bill Benedict
Bill Benedict, Clallam County Sheriff
Date Signed: _____

ATTEST:
Loni Gores
Loni Gores
Clerk of the Board



CORRECTIONS SERGEANT

3-Year Contract Extension

	July 1, 2021 Salary Schedule
Year 1	5,680.67
Year 2	5,830.17
Year 3	5,979.66
Year 4	5,979.66
Year 5 (Long 5.6%)	6,314.52
Year 6	6,314.52
Year 7	6,314.52
Year 8	6,314.52
Year 9	6,314.52
Year 10 (Long 3.4%)	6,529.78
Year 11	6,529.78
Year 12	6,529.78
Year 13	6,529.78
Year 14	6,529.78
Year 15 (Long 3.4%)	6,751.79
Year 16	6,751.79
Year 17	6,751.79
Year 18	6,751.79
Year 19	6,751.79
Year 20	6,751.79
Year 21	6,751.79
Year 22	6,751.79
Year 23	6,751.79
Year 24	6,751.79
year 25	6,751.79