

**MEMORANDUM OF AGREEMENT  
2021**

**Klickitat County  
And  
The Washington State Council of County and City  
Employees  
Council 2, AFSCME,  
Local 1533DC  
Klickitat County Deputy Sheriff's Non-Commissioned  
Correction Officers, Correction Corporals, Correction  
Sergeants, Control Board Operators, Technician &  
Evidence/Access Technicians, Records Clerks**

**WHEREAS** the Klickitat County and the Washington State Council of County and City Employees, Council 2, AFSCME representing Local 1533DC- Klickitat County Deputy Sheriff's Non-Commissioned Correction Officers, Correction Corporals, Correction Sergeants, Control Board Operators (CBO), Technician & Evidence/Access Technicians and Records Clerks are currently working under the 2018- 2021 Collective Bargaining Agreement (CBA) and;

**WHEREAS** the above referenced Collective Bargaining Agreement will expire on December 31, 2021, and;

**WHEREAS** The County is facing financial unpredictability in the months ahead while the State of Washington and the United States recover from the state of emergency caused by the COVID-19 pandemic;

**WHEREAS** the parties have met and agreed as outlined in the 2018-2021 CBA per Article 19- Classification and Wage to negotiation the 2021 wage increase.

**THEREFORE, BE IT AGREED** that all provisions contained in the 2018-2021 CBA shall remain in effect through December 31, 2021;

**BE IT FURTHER AGREED** that all existing MOA's between parties should be extended to expire on December 31, 2021;

**BE IT FURTHER AGREED** Effective January 1, 2021, the wage rates of all bargaining unit members employed by Klickitat County Deputy Sheriff's Non-Commissioned Correction Officers, Correction Corporals, Correction Sergeants, as of December 31, 2020 shall be increased, one point six percent (1.6%) which reflects 100% of the current CPI and; Effective January 1, 2021, the wage rates of all bargaining unit members employed by Klickitat County Deputy Sheriff's Non-Commissioned Control Board Operators, Technician & Evidence/Access Technicians, Records Clerks as of December 31, 2020 shall be increased, one point three percent (1.3%) which reflects 80% of the current CPI; and

**Correction Officer, Correction Corporals & Correction Sergeant Classifications:** Effective January 1, 2021, shall receive a three point four percent (3.4%) increase to be a market adjustment to the salary schedule;

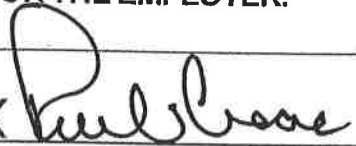
**CBO, Technician & Evidence/Access Technicians, Records Clerks Classifications:** Effective January 1, 2021, shall receive a two point seven (2.7%) increase to be a market adjustment to the salary schedule;

**BE IT FURTHER AGREED** Effective January 1, 2021, the employees shall receive a one-time extra personal day in 2021 only (total of two days). The personal day shall be an eight (8) hour day, in recognition of hard work and the essential work they provide.

**BE IT FINALLY AGREED** that barring any unforeseen circumstance, both parties endeavor to begin negotiations for a successor agreement no later than August 15, 2021.


Accepted and approved this 15<sup>th</sup> day of December 2020.

FOR THE EMPLOYER:


X 

Robb Van Cleave  
Klickitat County Personnel Director

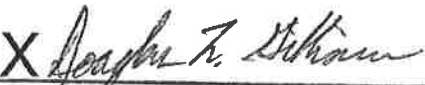
FOR THE UNION:

X 

Erik Anderson  
President AFSCME Local 1533DC

X 


Jim Sizemore  
Chairman, Klickitat County Commissioner

X 

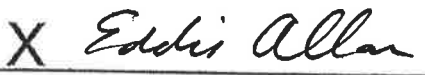
Douglas Gilliam  
Vice-President AFSCME Local 1533DC

X 

David M. Sauter  
Klickitat County Commissioner

X/S/ 

Rex F. Johnson  
Klickitat County Commissioner

X 

Eddie Allan  
Staff Representative WSCCCE Council 2

**APPENDIX A - 2018, 2019, 2020 & 2021 Wages**  
**Klickitat County**  
**Sheriff's Office Hourly Wage ~ Non-Commissioned Employees**

<b>Non-Commissioned</b>	<b>Time Period</b>	<b>01/01/18</b>	<b>01/01/19</b>	<b>01/01/20</b>	<b>01/01/21</b>
<b>Corrections Sergeant</b> Step 1-9% above Crpl, Step 2-11% above Step 1 Srgt	0-12 months	23.15	27.41	28.23	29.65
	13-24 months	25.73	30.43	31.34	32.91
<b>Corporals Effective 06/01/2019</b> 9% above top Corrections Officer	0-12 months	N/A	25.15	25.90	27.20
<b>Corrections Officers</b> Market Inc of 7% in 2018 & 3% in 2019 Additional Step on the top for 3% increase 5% increase in 2021 <b>Effective 1/1/2020</b>	0-12 months	18.22	18.77	18.77	19.71
	13-24 months	20.29	20.90	20.90	21.95
	25-36 months	21.29	21.93	21.93	23.03
	37-59 months	22.40	23.07	23.07	24.22
	60+ months	N/A	N/A	23.76	24.95
<b>Civil Clerk</b> 3% increase in 2018 2.48% increase in 2019 2.56% increase in 2020 4% increase in 2021	0-12 months	16.38	16.79	17.22	17.91
	13-24 months	18.20	18.65	19.13	19.90
	25-36 months	19.14	19.61	20.11	20.91
	37-59 months	20.16	20.66	21.19	22.04
	60+ months	N/A	N/A	21.83	22.70
<b>Records Clerk</b> 3% increase in 2018 2.48% increase in 2019 2.56% increase in 2020 4% increase in 2021	0-12 months	16.38	16.79	17.22	17.91
	13-24 months	18.20	18.65	19.13	19.90
	25-36 months	19.14	19.61	20.11	20.91
	37-59 months	20.16	20.66	21.19	22.04
	60+ months	N/A	N/A	21.83	22.70
<b>Control Board Operator</b> 3% increase in 2018 2.48% increase in 2019 2.56% increase in 2020 4% increase in 2021	0-12 months	16.38	16.79	17.22	17.91
	13-24 months	18.20	18.65	19.13	19.90
	25-36 months	19.14	19.61	20.11	20.91
	37-59 months	20.16	20.66	21.19	22.04
	60+ months	N/A	N/A	21.83	22.70
<b>Criminal Records Technician</b> 3% increase in 2018 2.48% increase in 2019 2.56% increase in 2020 4% increase in 2021	0-12 months	16.38	16.79	17.22	17.91
	13-24 months	18.20	18.65	19.13	19.90
	25-36 months	19.14	19.61	20.11	20.91
	37-59 months	20.16	20.66	21.19	22.04
	60+ months	N/A	N/A	21.83	22.70
<b>Evidence/Access Technician I</b> 3% increase in 2018 2.48% increase in 2019 2.56% increase in 2020 4% increase in 2021	0-12 months	16.38	16.79	17.22	17.91
	13-24 months	18.20	18.65	19.13	19.90
	25-36 months	19.14	19.61	20.11	20.91
	37-59 months	20.16	20.66	21.19	22.04
	60+ months	N/A	N/A	21.83	22.70
<b>Evidence/Access Technician II</b> 3% increase in 2018 2.48% increase in 2019 2.56% increase in 2020 4% increase in 2021	0-12 months	17.54	17.97	18.43	19.17
	13-24 months	19.53	20.01	20.52	21.34
	25-36 months	20.50	21.01	21.55	22.41
	37-59 months	21.56	22.09	22.66	23.57
	60+ months	N/A	N/A	23.34	24.27