

**MEMORANDUM OF AGREEMENT****2021**

Klickitat County

And

**The Washington State Council of County and City Employees  
Council 2, AFSCME,  
Local 1533DC  
Klickitat County Emergency Management Department  
Communication Officers and Lead Communications Officer**

**WHEREAS** the Klickitat County and the Washington State Council of County and City Employees, Council 2, AFSCME representing Local 1533DC- Klickitat County Emergency Management Department Communication Officers and Lead Communications Officer 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 20.2 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 Emergency Management Department Communication Officers and Lead Communications Officer as of December 31, 2020 shall be increased, one point three percent (1.3%) which reflects eighty percent (80%) of the current CPI and a two point seven percent (2.7%) increase to be a market adjustment to their 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

Robb Van Cleave  
Klickitat County Personnel Director

X Jim Sizemore

Jim Sizemore  
Chairman, Klickitat County Commissioner

X David M. Sauter

David M. Sauter  
Klickitat County Commissioner

X Rex F. Johnson

Rex F. Johnson  
Klickitat County Commissioner

**FOR THE UNION:**

X Erik Anderson

Erik Anderson  
President AFSCME Local 1533DC

X Eddie Allan

Eddie Allan  
Staff Representative WSCCE Council 2

X Douglas Gilliam

Douglas Gilliam  
Vice-President AFSCME Local 1533DC

X Hannah Walter

Hannah walter  
Shop Steward DEM AFSCME Local 1533DC

**APPENDIX A - 2018, 2019, 2020 & 2021 Wages  
Klickitat County**

**Emergency Management Department Communications Officers Hourly Wages**

<b>Communications Officers</b>					
<b>Position</b>	<b>Time Period</b>	<b>01/01/18 3% Inc.</b>	<b>1/1/2019 2.48% Inc.</b>	<b>1/1/2020 2.56% Inc.</b>	<b>1/1/2021 4% Inc.</b>
<b>Lead Communications Officer</b> (4% More than Communications Officer's Wages)	0-12 months	17.68	18.12	18.58	19.32
	13-24 months	19.65	20.14	20.66	21.49
	25-36 months	20.64	21.15	21.69	22.56
	37+ months	21.67	22.21	22.78	23.69
<b>Communications Officer</b>	0-12 months	17.00	17.42	17.87	18.58
	13-24 months	18.89	19.36	19.86	20.65
	25-36 months	19.85	20.34	20.86	21.69
	37+ months	20.84	21.36	21.91	22.79