

**MEMORANDUM OF AGREEMENT
2021**

Klickitat County

And

**The Washington State Council of County and City Employees
Council 2, AFSCME,
Local 1533
Klickitat County Public Works Road/Survey Crew &
Facilities/Grounds Technicians & Specialists**

WHEREAS the Klickitat County and the Washington State Council of County and City Employees, Council 2, AFSCME representing Local 1533- Klickitat County Road/Survey Crew & Facilities/Grounds Technicians & Specialist are currently working under the 2018-2020 Collective Bargaining Agreement (CBA) and;

WHEREAS the above referenced Collective Bargaining Agreement will expire on December 31, 2020, 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 that rather than attempt to re-negotiate a multi-year CBA it would be in both party's interest to "extend" the provisions outlined in the 2018-2020 CBA for the contract year 2021.

THEREFORE, BE IT AGREED that all provisions contained in the 2018-2020 CBA shall remain in effect through December 31, 2021;

BE IT FURTHER AGREED that all existing MOU's between parties should be extended to expire on December 31, 2021; (Attachment 1)

BE IT FURTHER AGREED Effective January 1, 2021, the wage rates of all bargaining unit members employed by Klickitat County Public Works as of December 31, 2020 shall be increased by eighty percent (80%) of the CPI with a minimum of two percent (2%) up to a maximum of four percent (4.0%);

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 3rd day of November 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 Jaylin LaRives

Jaylin LaRives
President AFSCME Local 1533

X Eddie Allan

Eddie Allan
Staff Representative WSCCE Council 2

IN WITNESS WHEREOF, the parties here to have signed this agreement this 3rd day of November, 2020.

BOARD OF COUNTY
COMMISSIONERS
Klickitat County, Washington

Jim Sizemore
Jim Sizemore, Chairman

David M. Sauter
David M. Sauter, Commissioner

Rex Johnston
Rex F. Johnston, Commissioners

ATTEST:

Clerk of the Board

Lee Snel
In and for the County of Klickitat,
State of Washington

APPROVED AS TO FORM:

David R. Quesnel
David R. Quesnel
Klickitat County Prosecuting Attorney

Appendix "A"
Facilities/Grounds Technicians & Grounds Operation Specialist
Wages for 2018, 2019 & 2020

Grade	Classification
38	Facilities Maintenance Technician
36	Grounds/Facilities Technician
* 34 <u>36</u>	Ground Operation Specialist

Effective January 1, 2018

Wages were increased by 3.83% for COLA and by 2.5% as a Market Adjustment

Grade	Step A (1)	Step B (2)	Step C (3)	Step D (4)	Step E (5)	Step F (6)	Step G (7)	Step H (8)	Step I (9)	Step J (10)
		1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR	6 YEAR	8 YEAR	10 YEAR	12YEAR
	1-12 mo	13-24 mo	25-36 mo	37-48 mo	49-60 mo	61-72 mo	73-96mo	97-120 mo	121-144 mo	145+ mo
38	\$18.04	\$18.58	\$19.14	\$19.71	\$20.30	\$20.91	\$21.54	\$22.19	\$22.86	\$23.55
36	\$16.06	\$16.54	\$17.04	\$17.55	\$18.08	\$18.62	\$19.18	\$19.76	\$20.35	\$20.96
34	\$14.29	\$14.72	\$15.16	\$15.61	\$16.08	\$16.56	\$17.06	\$17.57	\$18.10	\$18.64

Effective January 1, 2019

Wages were increased based on 80% of August, 2018 CPI-U, with a minimum of 2% and a maximum of 4% increase. CPI was 3.1% x 80% = 2.48% Increase

Grade	Step A (1)	Step B (2)	Step C (3)	Step D (4)	Step E (5)	Step F (6)	Step G (7)	Step H (8)	Step I (9)	Step J (10)
		1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR	6 YEAR	8 YEAR	10 YEAR	12YEAR
	1-12 mo	13-24 mo	25-36 mo	37-48 mo	49-60 mo	61-72 mo	73-96mo	97-120 mo	121-144 mo	145+ mo
38	\$18.49	\$19.04	\$19.61	\$20.20	\$20.81	\$21.43	\$22.07	\$22.74	\$23.42	\$24.13
36	\$16.46	\$16.95	\$17.46	\$17.99	\$18.53	\$19.08	\$19.65	\$20.24	\$20.85	\$21.48
* 34	\$14.64	\$15.08	\$15.53	\$16.00	\$16.48	\$16.97	\$17.48	\$18.01	\$18.55	\$19.10

Effective January 1, 2020

Wages will be increased based on 80% of August, 2019 CPI-U, with a minimum of 2% and a maximum of 4% increase. CPI was 3.2% x 80% = 2.56% Increase

Grade	Step A (1)	Step B (2)	Step C (3)	Step D (4)	Step E (5)	Step F (6)	Step G (7)	Step H (8)	Step I (9)	Step J (10)
		1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR	6 YEAR	8 YEAR	10 YEAR	12YEAR
	1-12 mo	13-24 mo	25-36 mo	37-48 mo	49-60 mo	61-72 mo	73-96mo	97-120 mo	121-144 mo	145+ mo
38	\$18.96	\$19.53	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64	\$23.32	\$24.02	\$24.75
36	\$16.88	\$17.38	\$17.91	\$18.45	\$19.00	\$19.57	\$20.15	\$20.76	\$21.38	\$22.03

* Per Resolution #10619, Dated 8/20/19

Effective January 1, 2021

Wages will be increased based on 80% of August, 2019 CPI-U, with a minimum of 2% and a maximum of 4% increase. CPI was 1.6% = 2% Increase

Grade	Step A (1)	Step B (2)	Step C (3)	Step D (4)	Step E (5)	Step F (6)	Step G (7)	Step H (8)	Step I (9)	Step J (10)
		1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR	6 YEAR	8 YEAR	10 YEAR	12YEAR
	1-12 mo	13-24 mo	25-36 mo	37-48 mo	49-60 mo	61-72 mo	73-96mo	97-120 mo	121-144 mo	145+ mo
38	\$19.34	\$19.92	\$20.52	\$21.14	\$21.77	\$22.42	\$23.09	\$23.78	\$24.49	\$25.22
36	\$17.22	\$17.74	\$18.27	\$18.82	\$19.38	\$19.96	\$20.56	\$21.18	\$21.82	\$22.47

Appendix "A"

Road/Survey Crew Wages for 2018, 2019, 2020 & 2021

Classification	Effective			
	1/1/2018 Hourly Rate	1/1/2019 Hourly Rate	1/1/2020 Hourly Rate	1/1/2021 Hourly Rate
	3.83% Increase	80% x 3.1% CPI = 2.48%	80% x 3.2% CPI = 2.56%	2%
Foreman				
0 to 6 months	\$23.31	\$23.89	\$24.50	\$24.99
6 to 18 months	\$24.32	\$24.92	\$25.56	\$26.07
Over 18 months	\$25.37	\$26.00	\$26.67	\$27.20
Utilities Facilities Sp				
0 to 6 months	\$21.97	\$22.51	\$23.09	\$23.55
6 to 18 months	\$22.94	\$23.51	\$24.11	\$24.59
Over 18 months	\$23.92	\$24.51	\$25.14	\$25.64
Maintenance Technician		\$0.00		
0 to 6 months	\$20.97	\$21.49	\$22.04	\$22.48
6 to 18 months	\$21.96	\$22.50	\$23.08	\$23.54
Over 18 months	\$22.94	\$23.51	\$24.11	\$24.59
Master Mechanic	3.83% + 2.5% Market			
0 to 6 months	\$22.47	\$23.03	\$23.62	\$24.09
6 to 18 months	\$23.47	\$24.05	\$24.67	\$25.16
Over 18 months	\$24.50	\$25.11	\$25.75	\$26.27
Mechanic	3.83% + 2.5% Market			
0 to 6 months	\$20.89	\$21.41	\$21.96	\$22.40
6 to 18 months	\$21.89	\$22.43	\$23.00	\$23.46
Over 18 months	\$22.83	\$23.40	\$24.00	\$24.48
Service Mechanic	3.83% + 2.5% Market			
0 to 6 months	\$20.89	\$21.41	\$21.96	\$22.40
6 to 18 months	\$21.89	\$22.43	\$23.00	\$23.46
Over 18 months	\$22.83	\$23.40	\$24.00	\$24.48
Store Keepers				
0 to 6 months	\$19.97	\$20.47	\$20.99	\$21.41
6 to 18 months	\$20.91	\$21.43	\$21.98	\$22.42
Over 18 months	\$21.84	\$22.38	\$22.95	\$23.41
Sr. Traffic Eng. Tech				
0 to 6 months	\$22.89	\$23.46	\$24.06	\$24.54
6 to 18 months	\$23.67	\$24.26	\$24.88	\$25.38
Over 18 months	\$24.36	\$24.96	\$25.60	\$26.11
Senior Eng. Technician				
0 to 6 months	\$24.41	\$25.02	\$25.66	\$26.17
6 to 18 months	\$25.11	\$25.73	\$26.39	\$26.92
Over 18 months	\$25.96	\$26.60	\$27.28	\$27.83
Engineering Technician				
0 to 6 months	\$22.07	\$22.62	\$23.20	\$23.66
6 to 18 months	\$23.14	\$23.71	\$24.32	\$24.81
Over 18 months	\$24.13	\$24.73	\$25.36	\$25.87
Asst. Eng. Technician				
0 to 6 months	\$19.00	\$19.47	\$19.97	\$20.37
6 to 18 months	\$20.46	\$20.97	\$21.51	\$21.94
Over 18 months	\$21.90	\$22.44	\$23.01	\$23.47