

**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 Department Supervisors**

WHEREAS the Klickitat County and the Washington State Council of County and City Employees, Council 2, AFSCME representing Local 1533- Klickitat County Road Department Supervisors 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 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 /s/ Rex Johnston

Rex F. Johnston
Klickitat County Commissioner

FOR THE UNION:

X Jaylin Ladiges

Jaylin Ladiges
President AFSCME Local 1533

X Eddie Allan

Eddie Allan
Staff Representative WSCCCE Council 2

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

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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"

SUPERVISOR AGREEMENT

Public Works Supervisors Wages for 2018, 2019, 2020 & 2021

Effective January 1, 2018		
Title	Per Month	Per Hour
	3.83% Increase	
Supervisor	\$5,573	\$32.15

Effective January 1, 2019		
Title	Per Month	Per Hour
	2.48% Increase	
Supervisor	\$5,711	\$32.95

Effective January 1, 2020		
Title	Per Month	Per Hour
	2.56% Increase	
Supervisor	\$5,856.93	\$33.79

Effective January 1, 2021		
Title	Per Month	Per Hour
	2% Increase	
Supervisor	\$5,974.80	\$34.47

Effective 1/1/2019, the wage increase was based on 80% of August, 2018 CPI-U. $CPI-U$ was $3.1\% \times 80\% = 2.48\%$ increase.

Please refer to Article 21.2 for details

Effective 1/1/2020, the wage increase was based on 80% of August, 2019 CPI-U. $CPI-U$ was $3.2\% \times 80\% = 2.56\%$ increase

Please refer to Article 21.3 for details

Effective 1/1/2021, the wage increase was based on 80% of August, 2019 CPI-U $2\% - 4\%$. $CPI-U$ was 1.6% . 2% increase

Please refer to Memorandum of Agreement for details