

**2022 Memorandum of Agreement  
Between**

**BOARD OF COUNTY COMMISSIONERS OF YAKIMA COUNTY,  
THE YAKIMA COUNTY SHERIFF**

**and**

**TEAMSTERS LOCAL UNION NO. 760**

Affiliated with the International Brotherhood of Teamsters

**Representing YSO Office Clerical, Dispatch and Animal Control Employees**

**For CBA effective January 1, 2021, through December 31, 2022**

Yakima County, hereinafter referred to as the Employer, and Teamsters Local Union No. 760 representing Sheriff's Office Clerical and Dispatch Employees, hereinafter referred to as the Union, agree to adopt this Memorandum of Agreement (MOA) and agree that the provisions of this MOA will be included as part of the 2021 and any subsequent Collective Bargaining Agreement (CBA).

This MOA memorializes the agreements between the Employer and the Union regarding the immediate emergency issues pertaining to YSO Law Enforcement Dispatcher job classification and YSO Lead Dispatcher job classification. The parties acknowledge that these issues have been agreed upon based on negotiated language in accordance with RCW 41.56.

The Employer and the Union agree that the provisions as set forth in this MOA pertains to the hiring of full-time YSO Dispatch worker hires only beginning March 1, 2022, and will expire December 31, 2022.

**The attached pay plan Exhibit "A" which outlines the general provisions of the Temporary YSO Dispatch Hiring & Recruitment Enhancement Program.**

**IN WITNESS WHEREOF**, the parties have agreed to this Agreement on this \_\_\_\_\_ day of \_\_\_\_\_, 2022.

**FOR TEAMSTERS' LOCAL UNION #760:      FOR THE EMPLOYER:**

\_\_\_\_\_  
Leonard J. Crouch  
Secretary-Treasurer

\_\_\_\_\_  
Amanda McKinney, Chairman  
Yakima County Board of County Commissioner

\_\_\_\_\_  
Ron Anderson, Commissioner

Adopted Copy Available at  
Yakima County Human Resources  
128 N. 2<sup>nd</sup> Street, Room B27  
Yakima, WA 98901

Yakima County Board of County Commissioner

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LaDon Linde, Commissioner  
Yakima County Board of County Commissioner

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Robert Udell, Yakima County Sheriff

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Jacqui Lindsay, Human Resources Director

# Temporary YSO Dispatch Hiring & Recruitment Enhancement Program

## Hiring & Recruitment Enhancement Program Ends December 31, 2022

**Purpose:**

The Yakima County Sheriff’s Office continues to experience extreme difficulties to attract and retain qualified dispatch worker applicants because some other competing entities compensate dispatchers at a higher rate of pay. This Hiring & Recruitment Enhancement Program is being implemented as an attempt to attract and retain qualified dispatchers, which will benefit the health and safety of Yakima County. This temporary program will provide a \$4,000.00 pay enhancement to newly hired full-time Dispatchers only, paid over two installments within a 12-month period.

**Payment Installments:**

- **Installment #1** – A one-time payment of \$2,000 in first pay period after hire, subject to repayment schedule for Months 1-6 below. One-time payment is subject to all applicable taxes as stipulated by law.
- **Installment #2** – A one-time payment of \$2,000 after successful completion of Probationary Period (12 Months). One-time payment is subject to all applicable taxes as stipulated by law. If the probationary period gets extended, this installment will be processed the pay period after successfully completing the probationary period.

**Repayment Schedule(s):**

Repayment Condition for first 6 months of employment (Months 1 through 6)	Amount of Repayment
Employee leaves before completing 1 month of employment	\$2,000
Employee leaves before completing 2 months of employment	\$1,700
Employee leaves before completing 3 months of employment	\$1,400
Employee leaves before completing 4 months of employment	\$1,100
Employee leaves before completing 5 months of employment	\$800
Employee leaves before completing 6 months of employment	\$500

**Repayment Requirements:**

1. If an employee chooses to leave employment with Yakima County, they will be required to repay the hiring bonus in accordance with the enclosed schedule.
2. If the employer chooses to separate the employee for any reason except Gross Misconduct, the employee is not required to repay the hiring bonus.
3. If the termination reason is for Gross Misconduct, the employee will be required to repay the hiring bonus in accordance with the above schedule.

**Additional Information:**

1. Hiring Bonus would apply to Extra Help employees applying for and being hired as a Full-time Dispatch worker.
2. The duration of the hiring/sign-on bonus program is from March 1, 2022, through December 31, 2022.
3. All one-time bonus payments are subject to applicable taxes as stipulated by law.