

**2022 Memorandum of Agreement
Between**

**BOARD OF COUNTY COMMISSIONERS OF YAKIMA COUNTY,
THE YAKIMA COUNTY CLERK'S OFFICE
and
TEAMSTERS LOCAL UNION NO. 760**
Affiliated with the International Brotherhood of Teamsters

Representing Clerk's Office Non-Supervisory Employees

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

**MEMORANDUM OF AGREEMENT
Regarding Amendment to Article 20 - Salaries**

This Memorandum of Agreement (MOA) is entered into between the BOARD of COUNTY COMMISSIONERS of YAKIMA COUNTY, WASHINGTON, hereinafter referred to as the "County," YAKIMA COUNTY CLERK'S OFFICE, both of whom are the "Employer," and TEAMSTERS LOCAL NO. 760, hereinafter referred to as the "Union,".

The purpose of this MOA is to amend Article 20 – Salaries to reflect a 5% general increase for bargaining unit employees to be effective in the payroll period following signature by the last signing party.

The parties discussed at a March 22, 2022, Coalition meeting which included Unions, Bargaining Unit Representatives, Elected Officials, Department Heads, Human Resources, Financial Management and negotiators, the current labor agreement topics and circumstances including the significant progression of the cost of living and the status of the wage survey addressed in all the labor agreements. The parties concurred that the cost of living has risen to extraordinary levels and that the wage survey being currently conducted by a consultant will likely result in identifying that the current County wages are behind the comparable counties. In light of the unprecedented cost of living and the pendency of the wage survey, the parties have mutually agreed to amend Article 20 – Salaries to reflect a general increase of 5% to take effect beginning in the payroll period following ratification and signature by the last signing party. The parties have mutually agreed that such an increase will help the employees with the current cost of living and will also help close the gap which may be identified by the wage survey.

The parties have mutually agreed to add a provision to the current collective bargaining agreement ARTICLE 20 – SALARIES, as follows:

20.7 The Employer will increase the current pay plan by five percent (5%). All calculations shall be determined by Human Resources. These calculations shall be final and binding on the parties and shall not be subject to any grievance procedures. This increase in the

pay plan shall not serve as the basis for the calculations addressed in sections 20.2.3 and 20.2.4 for purposes of the lump sum to be distributed in July 2022.

The parties mutually agree that the general increase shall begin to be paid in the payroll period following signature of this MOA by the last signing party with no retroactive payments.

The attached pay plan Exhibit “A” will replace the current (2021-2022) pay plan exhibit.

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, Chair
Yakima County Board of County Commissioners

**Adopted Copy Available at
Yakima County Human Resources
128 N. 2nd Street, Room B27
Yakima, WA 98901**

LaDon Linde, Commissioner
Yakima County Board of County Commissioners

Ron Anderson, Commissioner
Yakima County Board of County Commissioners

Tracy Slagle, Yakima County Clerk

Jacqui Lindsay, Human Resources Director

Approved as to Form:

Deputy Prosecuting Attorney

EXHIBIT “A”
2021-2022 Pay Plan
Clerk's Office – Clerical (Non-Supervisory)
Effective May 1, 2022

The 2020 Pay Plan serves as the basis for the HR Department’s calculations of the 2021 lump sum and the 2022 lump sum in accordance with Article 20.

Pay Grade		Increment 1	Increment 2	Increment 3	Increment 4	Increment 5	Increment 6	Increment 7	Increment 8	Increment 9	Increment 10	Increment 11	Increment 12	Increment 13	Increment 14
8 hr	YR	28,570	29,310	30,076	30,855	31,659	32,477	33,321	34,191	35,086	35,995	36,930	37,890	38,877	39,889
8 hr	MO	2,381	2,443	2,506	2,571	2,638	2,706	2,777	2,849	2,924	3,000	3,077	3,158	3,240	3,324
A11	HR	13.74	14.09	14.46	14.83	15.22	15.61	16.02	16.44	16.87	17.31	17.75	18.22	18.69	19.18
7.5 hr	MO	2,232	2,290	2,350	2,411	2,473	2,537	2,603	2,671	2,741	2,812	2,885	2,960	3,037	3,116
7.5 hr	YR	26,784	27,478	28,196	28,926	29,681	30,447	31,238	32,054	32,893	33,745	34,621	35,522	36,447	37,396
8 hr	YR	30,972	31,750	32,542	33,360	34,204	35,060	35,943	36,852	37,773	38,721	39,694	40,694	41,719	42,771
8 hr	MO	2,581	2,646	2,712	2,780	2,850	2,922	2,995	3,071	3,148	3,227	3,308	3,391	3,477	3,564
A12	HR	14.89	15.26	15.65	16.04	16.44	16.86	17.28	17.72	18.16	18.62	19.08	19.56	20.06	20.56
7.5 hr	MO	2,420	2,480	2,542	2,606	2,672	2,739	2,808	2,879	2,951	3,025	3,101	3,179	3,259	3,341
7.5 hr	YR	29,036	29,766	30,508	31,275	32,066	32,869	33,697	34,548	35,412	36,301	37,214	38,151	39,112	40,098
8 hr	YR	33,386	34,204	35,034	35,891	36,761	37,656	38,578	39,513	40,473	41,460	42,472	43,511	44,575	45,665
8 hr	MO	2,782	2,850	2,920	2,991	3,063	3,138	3,215	3,293	3,373	3,455	3,539	3,626	3,715	3,805
A13	HR	16.05	16.44	16.84	17.26	17.67	18.10	18.55	19.00	19.46	19.93	20.42	20.92	21.43	21.95
7.5 hr	MO	2,608	2,672	2,737	2,804	2,872	2,942	3,014	3,087	3,162	3,239	3,318	3,399	3,482	3,568
7.5 hr	YR	31,299	32,066	32,845	33,648	34,463	35,303	36,167	37,043	37,944	38,869	39,818	40,791	41,789	42,811
8 hr	YR	36,566	37,423	38,293	39,188	40,110	41,044	42,005	42,991	43,991	45,016	46,068	47,145	48,249	49,378
8 hr	MO	3,047	3,119	3,191	3,266	3,342	3,420	3,500	3,583	3,666	3,751	3,839	3,929	4,021	4,115
B21	HR	17.58	17.99	18.41	18.84	19.28	19.73	20.19	20.67	21.15	21.64	22.15	22.67	23.20	23.74
7.5 hr	MO	2,857	2,924	2,992	3,062	3,134	3,207	3,282	3,359	3,437	3,517	3,599	3,683	3,769	3,858
7.5 hr	YR	34,281	35,084	35,899	36,739	37,603	38,479	39,380	40,305	41,242	42,203	43,189	44,199	45,233	46,292