

2022 Memorandum of Agreement

BETWEEN

**COUNTY YAKIMA
BOARD OF COMMISSIONERS**

AND

**YAKIMA COUNTY PUBLIC SERVICES DEPARTMENT
CLERICAL, TECHNICAL AND PROFESSIONAL
EMPLOYEES GROUP**

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

**MEMORANDUM OF AGREEMENT
Regarding Amendment to Article 10 – Wages**

THIS AGREEMENT entered into by the County of Yakima, hereinafter referred to as the "Employer," and Yakima County Public Works Department Clerical, Technical and Professional Employees Group, hereinafter referred to as the "CTP Group,"

The purpose of this MOA is to amend Article 10 – Wages 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 10 – Wages 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 10 – WAGES, as follows:

10.7 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 10.2.3 and 10.2.4 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 THE CTP GROUP:

Judy Pozarich, President

John Stanton, Vice President

Kim Pfaff, Member at Large

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

FOR THE EMPLOYER:

Amanda McKinney, Chair
Yakima County Board of County Commissioners

LaDon Linde, Commissioner
Yakima County Board of County Commissioners

Ron Anderson, Commissioner
Yakima County Board of County Commissioners

Lisa Freund, Director of Public Services

Matt Pietruciewicz, County Engineer

Jacqui Lindsay, Human Resources Director

Approved as to Form:

Deputy Prosecuting Attorney

EXHIBIT “A”
2021-2022 Pay Plan
Public Services Clerical, Technical & Professional Group
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 10

Pay Grade		Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment	Increment
		1	2	3	4	5	6	7	8	9	10	11	12	13	14
A11	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
	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
A12	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
	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
A13	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
	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
B21	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
	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
B22	8 hr YR	39,733	40,629	41,551	42,485	43,446	44,432	45,432	46,457	47,509	48,586	49,676	50,793	51,935	53,103
	8 hr MO	3,311	3,386	3,463	3,540	3,620	3,703	3,786	3,871	3,959	4,049	4,140	4,233	4,328	4,425
	HR	19.10	19.53	19.98	20.43	20.89	21.36	21.84	22.34	22.84	23.36	23.88	24.42	24.97	25.53
B23	8 hr YR	42,914	43,848	44,809	45,782	46,782	47,807	48,846	49,910	51,000	52,117	53,259	54,427	55,622	56,842
	8 hr MO	3,576	3,654	3,734	3,815	3,898	3,984	4,070	4,159	4,250	4,343	4,438	4,536	4,635	4,737
	HR	20.63	21.08	21.54	22.01	22.49	22.98	23.48	24.00	24.52	25.06	25.61	26.17	26.74	27.33
B24/B31	8 hr YR	48,521	49,417	50,325	51,247	52,195	53,155	54,129	55,128	56,141	57,166	58,218	59,282	60,372	61,476
	8 hr MO	4,043	4,118	4,194	4,271	4,350	4,430	4,511	4,594	4,678	4,764	4,851	4,940	5,031	5,123
	HR	23.33	23.76	24.19	24.64	25.09	25.56	26.02	26.50	26.99	27.48	27.99	28.50	29.03	29.56
B25/B32	8 hr YR	53,584	54,518	55,466	56,426	57,413	58,412	59,425	60,463	61,515	62,592	63,682	64,799	65,928	67,083
	8 hr MO	4,465	4,543	4,622	4,702	4,784	4,868	4,952	5,039	5,126	5,216	5,307	5,400	5,494	5,590
	HR	25.76	26.21	26.67	27.13	27.60	28.08	28.57	29.07	29.57	30.09	30.62	31.15	31.70	32.25

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
C41	8 hr YR	55,998	57,205	58,438	59,697	60,982	62,294	63,631	64,993	66,382	67,810	69,264	70,744	72,263	73,807
	8 hr MO	4,666	4,767	4,870	4,975	5,082	5,191	5,303	5,416	5,532	5,651	5,772	5,895	6,022	6,151
	HR	26.92	27.50	28.10	28.70	29.32	29.95	30.59	31.25	31.91	32.60	33.30	34.01	34.74	35.48
C42	8 hr YR	59,295	60,541	61,813	63,111	64,435	65,785	67,161	68,563	70,004	71,471	72,964	74,495	76,053	77,649
	8 hr MO	4,941	5,045	5,151	5,259	5,370	5,482	5,597	5,714	5,834	5,956	6,080	6,208	6,338	6,471
	HR	28.51	29.11	29.72	30.34	30.98	31.63	32.29	32.96	33.66	34.36	35.08	35.82	36.56	37.33
C43	8 hr YR	62,553	63,838	65,149	66,486	67,849	69,251	70,679	72,133	73,613	75,131	76,676	78,260	79,882	81,531
	8 hr MO	5,213	5,320	5,429	5,541	5,654	5,771	5,890	6,011	6,134	6,261	6,390	6,522	6,657	6,794
	HR	30.07	30.69	31.32	31.96	32.62	33.29	33.98	34.68	35.39	36.12	36.86	37.62	38.40	39.20
C44/C51	8 hr YR	66,720	68,070	69,446	70,848	72,276	73,729	75,209	76,728	78,273	79,843	81,453	83,088	84,763	86,476
	8 hr MO	5,560	5,672	5,787	5,904	6,023	6,144	6,267	6,394	6,523	6,654	6,788	6,924	7,064	7,206
	HR	32.08	32.73	33.39	34.06	34.75	35.45	36.16	36.89	37.63	38.39	39.16	39.95	40.75	41.58
C45/C52	8 hr YR	74,080	75,676	77,312	78,986	80,700	82,452	84,231	86,048	87,904	89,812	91,759	93,745	95,770	97,847
	8 hr MO	6,173	6,306	6,443	6,582	6,725	6,871	7,019	7,171	7,325	7,484	7,647	7,812	7,981	8,154
	HR	35.62	36.38	37.17	37.97	38.80	39.64	40.50	41.37	42.26	43.18	44.12	45.07	46.04	47.04