

2022 MEMORANDUM OF AGREEMENT

BETWEEN

**COUNTY YAKIMA
BOARD OF COMMISSIONERS**

AND

COUNCIL 2, WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES

**REPRESENTING
LOCALS 87, 87P AND 87PS
Master Agreement**

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

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

This Memorandum of Agreement (MOA) is entered into between COUNTY OF YAKIMA, BOARD OF COMMISSIONERS, (hereinafter referred to as the Employer), and COUNCIL 2, of the WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES, REPRESENTING LOCALS 87, 87P, and 87PS, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL, (hereinafter referred to as the Union).

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 Services 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 UNION:

Eddie Allan, Staff Representative
Council 2, Washington State Council
of County and City Employees

Kerrie Maybee, Local 87 President
Negotiations Team Member

Irene Niemi, Local 87 Vice President
Negotiations Team Member

Bellanira Kirby, Local 87P/87PS President
Negotiations Team Member

Lamont Wright, Local 87P/87PS Vice President
Negotiations Team Member

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

W. Dave Cook, County Assessor

Ilene Thomson, County Treasurer

Joseph Brusic, Prosecuting Attorney

Jessica Humphreys, Court Administrator

Brian Griff, Director of Public Services

Jacqui Lindsay, Human Resources Director

Approved as to Form:

Deputy Prosecuting Attorney

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

EXHIBIT “A”
AFSCME Local 87 87P 87PS
2021-2022 Pay Plan
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 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
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
	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
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
	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
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
	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
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
	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
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
	7.5 hr MO	3,104	3,174	3,246	3,319	3,394	3,471	3,549	3,629	3,712	3,796	3,881	3,968	4,057	4,149
	7.5 hr YR	37,250	38,090	38,954	39,830	40,730	41,655	42,592	43,554	44,539	45,549	46,572	47,618	48,689	49,784

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	
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
	7.5 hr	MO	3,353	3,426	3,501	3,577	3,655	3,735	3,816	3,899	3,984	4,072	4,161	4,252	4,345	4,441
	7.5 hr	YR	40,231	41,108	42,008	42,921	43,858	44,819	45,793	46,791	47,813	48,859	49,930	51,026	52,145	53,289
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
	7.5 hr	MO	3,791	3,861	3,932	4,004	4,078	4,153	4,229	4,307	4,386	4,466	4,548	4,631	4,717	4,803
	7.5 hr	YR	45,489	46,328	47,180	48,044	48,933	49,833	50,746	51,683	52,632	53,593	54,579	55,577	56,599	57,634
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
	7.5 hr	MO	4,186	4,259	4,333	4,408	4,485	4,563	4,643	4,724	4,806	4,890	4,975	5,062	5,151	5,241
	7.5 hr	YR	50,235	51,111	51,999	52,900	53,825	54,762	55,711	56,684	57,670	58,680	59,702	60,749	61,808	62,891
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
	7.5 hr	MO	4,375	4,469	4,565	4,664	4,764	4,867	4,971	5,078	5,186	5,298	5,411	5,527	5,646	5,766
	7.5 hr	YR	52,498	53,630	54,786	55,966	57,171	58,400	59,654	60,931	62,233	63,572	64,935	66,322	67,746	69,194
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
		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
	8 hr	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
	7.5 hr	MO	4,632	4,730	4,829	4,931	5,034	5,139	5,247	5,356	5,469	5,584	5,700	5,820	5,942	6,066
	7.5 hr	YR	55,589	56,757	57,950	59,167	60,408	61,674	62,964	64,278	65,629	67,004	68,403	69,839	71,300	72,796