

2022 Memorandum of Agreement

BETWEEN

**COUNTY YAKIMA
BOARD OF COMMISSIONERS**

AND

INDEPENDENT LOCAL NO. 1

covering

**COUNTY ROADS DEPARTMENT MAINTENANCE AND OPERATIONS, CONSTRUCTION
AND ER&R,
AND PUBLIC SERVICES UTILITY EMPLOYEES**

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

**MEMORANDUM OF AGREEMENT
Regarding Amendment to Article 8 – Wages**

THIS AGREEMENT entered into by Yakima County, hereinafter referred to as the Employer, and Independent Local No. 1 covering County Roads Department Maintenance and Operations, Construction and ER&R and Public Services Utility Employees, hereinafter referred to as the Union.

The purpose of this MOA is to amend Article 8 – 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 8 – 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 8 – WAGES, as follows:

8.9 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 8.2.3 and 8.2.4 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 “B” 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 Local 1 GROUP:

Al Kraft, President

Randy Fox, Vice President

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 "B"
2021-2022 Pay Plan
Public Services – Local No. 1
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 8

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
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
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

CLASS SALARY RANGES – Local No. 1

Office Specialist (B21)

Engineering Technician (B22)

Road Maintenance Technician (B23)

Mechanic (B24)

Engineering Technical Specialist (B24)

Utility Maintenance Technician (B24)

Senior Utility Technician (B25)

Heavy Equipment Operator (B25)

Sr. Engineering Technician (B25)

Lead Road Maintenance Technician (B25)

Program Analyst (C42)