

**2022 Memorandum of Agreement
Between**

**BOARD OF COUNTY COMMISSIONERS OF YAKIMA COUNTY,
YAKIMA COUNTY SOLID WASTE
and
TEAMSTERS LOCAL UNION NO. 760**
Affiliated with the International Brotherhood of Teamsters

Representing Solid Waste Employees

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

**MEMORANDUM OF AGREEMENT
Regarding Amendment to Article 28 – Salaries**

This Agreement is made and entered into by and between the BOARD of COUNTY COMMISSIONERS of YAKIMA COUNTY, WASHINGTON, hereinafter referred to as the "County," YAKIMA COUNTY PUBLIC SERVICES DEPARTMENT SOLID WASTE DIVISION, 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 28 – 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 28 – 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 28 – SALARIES, as follows:

28.7 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 28.2.3 and 28.2.4 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

Lisa Freund, Director of Public Services

Jacqui Lindsay, Human Resources Director

Approved as to Form:

Deputy Prosecuting Attorney

EXHIBIT "A"
2021-2022 Pay Plan
Public Services - Solid Waste Division
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 28

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
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
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
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