

**MEMORANDUM OF AGREEMENT**

**By and Between**

**BOARD OF COUNTY COMMISSIONERS OF YAKIMA COUNTY,**

**THE YAKIMA COUNTY DEPARTMENT OF CORRECTIONS**

**And**

**TEAMSTERS LOCAL UNION #760**

**Affiliated with the International Brotherhood of Teamsters**

**Representing Yakima County Department of Corrections Chiefs and Lieutenants**

**For CBA effective January 1, 2023 – December 31, 2024**

Yakima County Board of County Commissioners, the Yakima County Department of Corrections, hereinafter referred to as the Employer, and Teamsters Local No. 760, hereinafter referred to as the Union, on behalf of the Corrections Chief and Lieutenants agree to adopt this Memorandum of Agreement (MOA) and agree that the provisions of this MOA will be included as part of the 2023-2024 Collective Bargaining Agreement (CBA).

This MOA memorializes the agreements between the Employer and the Union regarding the issues described below, and the parties acknowledge that these issues have been agreed upon based on negotiated language in accordance with RCW 41.56.

The Employer and the Union agree that the provisions as set forth in this MOA supersede any conflicting provisions in the Collective Bargaining Agreement (CBA) covering the period of January 1, 2023, to December 31, 2024.

This agreement comes as a result of the agreement between the Employer and Union regarding the date that employees receive step increases to be the first of a pay period instead of the actual anniversary date of hire.

This language replaces the entire Exhibit A effective December 1, 2023, for the remaining term of the 2023-2024 CBA.

**The following language will replace Exhibit A of the collective bargaining agreement.**

**EXHIBIT "A"**  
**YAKIMA COUNTY DEPARTMENT OF CORRECTIONS**  
**DOC CHIEF'S AND LIEUTENANTS PAY PLAN**

January 1, 2023

This reflects an increase of 5% effective on January 1, 2023

Class Title	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
LIEUTENANT	\$96,664	\$99,547	\$102,517	\$105,596	\$108,763
	\$8,055	\$8,296	\$8,543	\$8,800	\$9,064
	\$46.47	\$47.86	\$49.29	\$50.77	\$52.29
CHIEF	\$115,577	\$118,548	\$120,098	\$124,685	\$127,917
	\$9,631	\$9,879	\$10,008	\$10,390	\$10,660
	\$55.57	\$56.99	\$57.74	\$59.94	\$61.50

This reflects an increase of 5% effective on January 1, 2024

Class Title	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
LIEUTENANT	\$101,497	\$104,524	\$107,643	\$110,876	\$114,201
	\$8,458	\$8,710	\$8,970	\$9,240	\$9,517
	\$48.80	\$50.25	\$51.75	\$53.31	\$54.90
CHIEF	\$121,356	\$124,475	\$126,103	\$130,919	\$134,313
	\$10,113	\$10,373	\$10,509	\$10,910	\$11,193
	\$58.34	\$59.84	\$60.63	\$62.94	\$64.57

Pay Plan Structure:

1. There are five (5) steps for Lieutenant and Chief.
2. Implementation of the plan with respect to the steps for Lieutenant and Chief are as follows:
  - a. Step one to step two upon completion of one year (12 months) of employment.
  - b. Step two to step three upon completion of one year (12 months) at step two.
  - c. Step three to step four upon completion of one year (12 months) at step three.
  - d. Step four to step five upon completion of one year (12 months) at step four.
3. Effective December 1, 2023, employees will have their future step date set twelve (12) months from their hire date as shown below:
  - a. Employees hired between the 1<sup>st</sup> and the 15<sup>th</sup> of the month will have their step date set as the 1<sup>st</sup> of that month.
  - b. Employees hired between the 16<sup>th</sup> and the end of the month will have their step dates set as the 16<sup>th</sup> of that month.

IN WITNESS WHEREOF, the parties have agreed to this Agreement on this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

**FOR THE UNION:**  
TEAMSTERS, LOCAL NO. 760

\_\_\_\_\_  
Leonard J. Crouch, Secretary Treasurer

**FOR THE EMPLOYER:**  
BOARD OF YAKIMA COUNTY COMMISSIONERS

\_\_\_\_\_  
LaDon Linde, Chair

Signed Copy Available at  
Yakima County Human Resources  
128 N. 2<sup>nd</sup> Street, Room B27  
Yakima, WA 98901

\_\_\_\_\_  
Amanda McKinney, Commissioner

\_\_\_\_\_  
Kyle Curtis, Commissioner

\_\_\_\_\_  
Jeremy Welch, Director  
Yakima County Department of Corrections

\_\_\_\_\_  
Judith Kendall  
Acting Human Resources Director

**Approved as to Form:**

\_\_\_\_\_  
*Deputy Prosecuting Attorney*