

Labor Agreement By and Between

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

And

**TEAMSTERS LOCAL UNION #760
Affiliated with the International Brotherhood of Teamsters
Representing Information Technology Services Employees**

January 1, 2025, through December 31, 2026

Yakima County hereinafter referred to as the Employer, and Teamsters Local No. 760, hereinafter referred to as the Union, on behalf of the Information Technology Services Employees agree to adopt this Memorandum of Agreement (MOA) and agree that the provisions of this MOA will be included as part of the 2025-2026 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 set forth in this MOA supersede any conflicting provisions in the Collective Bargaining Agreement (CBA) covering the period of January 1, 2025, to December 31, 2026.

This agreement comes as a result of the agreement between the Employer and Union regarding updating the Teamsters Pension and adding C43 to the Pay Plan effective January 1, 2025, for the term of the 2025-2026 CBA.

The following language will replace Article 23 – Retirement-Industrial Accident Insurance-Western Conference of Teamsters Trust Contributions.

**ARTICLE 23 – RETIREMENT -INDUSTRIAL ACCIDENT INSURANCE-WESTERN
CONFERENCE OF TEAMSTERS TRUST CONTRIBUTIONS**

23.1 The Employer shall pay into the appropriate employees' retirement program (Social Security and FICA) and Industrial Insurance (Workers Compensation) at the prescribed rate, and as required by law.

23.2 Western Conference of Teamsters Pension Trust: Effective January 1, 2025, the Employer shall pay each month into the Western Conference of Teamsters Pension Trust on account of each member of the bargaining unit, for each hour compensated. The hourly contribution rate shall be as shown below.

Pay Band	Contribution Rate
B23	\$0.15
IT22, IT23, IT24, IT25, IT26, IT43, IT44, IT45, IT46	\$1.30

- a. If during the life of this Agreement the Trust completes the process to allow pension payment to be deposited via electronic transmittal, Yakima County will have the opportunity to participate in the program.
- b. The parties recognize that pension contributions made by the Employer on behalf of the employees in this bargaining unit to the Western Conference of Teamsters Pension Trust, are considered an employee tax deferred contribution to a qualified retirement plan. Therefore, such contributions are not considered reportable wages or earnings for tax purposes.

The attached pay plan Exhibit “B” will replace the current pay plan exhibit effective January 1, 2025.

IN WITNESS WHEREOF, the parties have executed this Agreement on this _____ day of _____, 2025.

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

FOR THE EMPLOYER:
Board of Yakima County Commissioners

Richard A. Salinas
Secretary Treasurer

Kyle Curtis, Chair

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

LaDon Linde, Commissioner

Amanda McKinney, Commissioner

Dale Panattoni, Technology Services Directort

Judith Kendall, Human Resources
Director

Attest:

Julie Lawrence, Clerk of the Board *or*
Erin Franklin, Deputy Clerk of the Board

Approved as to form:

Deputy Prosecuting Attorney

Information Technology Pay Plan 2025 - 2026

Effective January 1, 2025

Represents a 3% across the board increase over 2024 pay plan

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
IT22	8 hr YR	49,165	50,148	51,151	52,174	53,218	54,282	55,368	56,475	57,604	58,757	59,932	61,130	62,353
	MO	4,097	4,179	4,263	4,348	4,435	4,523	4,614	4,706	4,800	4,896	4,994	5,094	5,196
	8 hr HR	23.64	24.11	24.59	25.08	25.59	26.10	26.62	27.15	27.69	28.25	28.81	29.39	29.98
IT23	8 hr YR	52,859	53,916	54,995	56,095	57,217	58,361	59,528	60,719	61,933	63,172	64,435	65,724	67,038
	MO	4,405	4,493	4,583	4,675	4,768	4,863	4,961	5,060	5,161	5,264	5,370	5,477	5,587
	8 hr HR	25.41	25.92	26.44	26.97	27.51	28.06	28.62	29.19	29.78	30.37	30.98	31.60	32.23
IT24	8 hr YR	58,576	59,748	60,943	62,162	63,405	64,673	65,967	67,286	68,632	70,004	71,404	72,832	74,289
	MO	4,881	4,979	5,079	5,180	5,284	5,389	5,497	5,607	5,719	5,834	5,950	6,069	6,191
	8 hr HR	28.16	28.72	29.30	29.89	30.48	31.09	31.71	32.35	33.00	33.66	34.33	35.02	35.72
IT25	8 hr YR	64,308	65,594	66,906	68,244	69,609	71,001	72,421	73,869	75,347	76,854	78,391	79,958	81,558
	MO	5,359	5,466	5,575	5,687	5,801	5,917	6,035	6,156	6,279	6,404	6,533	6,663	6,796
	8 hr HR	30.92	31.54	32.17	32.81	33.47	34.13	34.82	35.51	36.22	36.95	37.69	38.44	39.21
IT26	8 hr YR	66,237	67,562	68,913	70,291	71,697	73,131	74,593	76,085	77,607	79,159	80,742	82,357	84,004
	MO	5,520	5,630	5,743	5,858	5,975	6,094	6,216	6,340	6,467	6,597	6,729	6,863	7,000
	8 hr HR	31.84	32.48	33.13	33.79	34.47	35.16	35.86	36.58	37.31	38.06	38.82	39.59	40.39
IT41	8 hr YR	68,886	70,264	71,669	73,103	74,565	76,056	77,577	79,129	80,711	82,325	83,972	85,651	87,364
	MO	5,741	5,855	5,972	6,092	6,214	6,338	6,465	6,594	6,726	6,860	6,998	7,138	7,280
	8 hr HR	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.04	38.80	39.58	40.37	41.18	42.00
IT42	8 hr YR	72,680	74,133	75,616	77,128	78,671	80,244	81,849	83,486	85,156	86,859	88,596	90,368	92,175
	MO	6,057	6,178	6,301	6,427	6,556	6,687	6,821	6,957	7,096	7,238	7,383	7,531	7,681
	8 hr HR	34.94	35.64	36.35	37.08	37.82	38.58	39.35	40.14	40.94	41.76	42.59	43.45	44.32
IT43	8 hr YR	76,486	78,016	79,576	81,168	82,791	84,447	86,136	87,859	89,616	91,408	93,237	95,101	97,003
	MO	6,374	6,501	6,631	6,764	6,899	7,037	7,178	7,322	7,468	7,617	7,770	7,925	8,084
	8 hr HR	36.77	37.51	38.26	39.02	39.80	40.60	41.41	42.24	43.08	43.95	44.83	45.72	46.64

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
IT44	8 hr YR	81,389	83,017	84,677	86,371	88,098	89,860	91,657	93,490	95,360	97,267	99,213	101,197	103,221
	MO	6,782	6,918	7,056	7,198	7,341	7,488	7,638	7,791	7,947	8,106	8,268	8,433	8,602
	8 hr HR	39.13	39.91	40.71	41.52	42.35	43.20	44.07	44.95	45.85	46.76	47.70	48.65	49.63
IT45	8 hr YR	91,152	92,975	94,834	96,731	98,665	100,639	102,651	104,705	106,799	108,935	111,113	113,336	115,602
	MO	7,596	7,748	7,903	8,061	8,222	8,387	8,554	8,725	8,900	9,078	9,259	9,445	9,634
	8 hr HR	43.82	44.70	45.59	46.51	47.44	48.38	49.35	50.34	51.35	52.37	53.42	54.49	55.58

- IT22 Cadastral Technician
- IT23 GIS Technician
- IT23 Computer Support Technician I
- IT24 Computer Support Technician II
- IT25 Computer Support Technician III
- IT41 Technology Administrator Specialist
- IT42 GIS Analyst
- IT43 Application / System / Network Administrator I
- IT44 Application / System / Network Administrator II
- IT45 Application / System / Network Administrator III
- IT45 Information Technology Project Manager
- IT45 Data Base Administrator
- IT45 Information Security Analyst

Information Technology General Union Pay Plan 2025 - 2026
Effective January 1, 2025

Represents a 3% across the board increase over 2024 pay plan

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
B23	8 hr YR	50,490	51,499	52,529	53,580	54,652	55,745	56,860	57,997	59,157	60,340	61,547	62,778	64,033
	8 hr MO	4,207	4,292	4,377	4,465	4,554	4,645	4,738	4,833	4,930	5,028	5,129	5,231	5,336
	HR	24.27	24.76	25.25	25.76	26.27	26.80	27.34	27.88	28.44	29.01	29.59	30.18	30.79
	7.5 hr MO	3,945	4,023	4,104	4,186	4,270	4,355	4,442	4,531	4,622	4,714	4,808	4,904	5,003
	7.5 hr YR	47,334	48,281	49,246	50,231	51,236	52,261	53,306	54,372	55,459	56,569	57,700	58,854	60,031

**Information Technology Pay Plan 2025 - 2026
Effective March 1, 2025**

Represents a 3% across the board increase over 2024 pay plan

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
IT22	8 hr YR	49,165	50,148	51,151	52,174	53,218	54,282	55,368	56,475	57,604	58,757	59,932	61,130	62,353
	MO	4,097	4,179	4,263	4,348	4,435	4,523	4,614	4,706	4,800	4,896	4,994	5,094	5,196
	8 hr HR	23.64	24.11	24.59	25.08	25.59	26.10	26.62	27.15	27.69	28.25	28.81	29.39	29.98
IT23	8 hr YR	52,859	53,916	54,995	56,095	57,217	58,361	59,528	60,719	61,933	63,172	64,435	65,724	67,038
	MO	4,405	4,493	4,583	4,675	4,768	4,863	4,961	5,060	5,161	5,264	5,370	5,477	5,587
	8 hr HR	25.41	25.92	26.44	26.97	27.51	28.06	28.62	29.19	29.78	30.37	30.98	31.60	32.23
IT24	8 hr YR	58,576	59,748	60,943	62,162	63,405	64,673	65,967	67,286	68,632	70,004	71,404	72,832	74,289
	MO	4,881	4,979	5,079	5,180	5,284	5,389	5,497	5,607	5,719	5,834	5,950	6,069	6,191
	8 hr HR	28.16	28.72	29.30	29.89	30.48	31.09	31.71	32.35	33.00	33.66	34.33	35.02	35.72
IT25	8 hr YR	64,308	65,594	66,906	68,244	69,609	71,001	72,421	73,869	75,347	76,854	78,391	79,958	81,558
	MO	5,359	5,466	5,575	5,687	5,801	5,917	6,035	6,156	6,279	6,404	6,533	6,663	6,796
	8 hr HR	30.92	31.54	32.17	32.81	33.47	34.13	34.82	35.51	36.22	36.95	37.69	38.44	39.21
IT26	8 hr YR	66,237	67,562	68,913	70,291	71,697	73,131	74,593	76,085	77,607	79,159	80,742	82,357	84,004
	MO	5,520	5,630	5,743	5,858	5,975	6,094	6,216	6,340	6,467	6,597	6,729	6,863	7,000
	8 hr HR	31.84	32.48	33.13	33.79	34.47	35.16	35.86	36.58	37.31	38.06	38.82	39.59	40.39
IT41	8 hr YR	68,886	70,264	71,669	73,103	74,565	76,056	77,577	79,129	80,711	82,325	83,972	85,651	87,364
	MO	5,741	5,855	5,972	6,092	6,214	6,338	6,465	6,594	6,726	6,860	6,998	7,138	7,280
	8 hr HR	33.12	33.78	34.46	35.15	35.85	36.57	37.30	38.04	38.80	39.58	40.37	41.18	42.00
IT42	8 hr YR	72,680	74,133	75,616	77,128	78,671	80,244	81,849	83,486	85,156	86,859	88,596	90,368	92,175
	MO	6,057	6,178	6,301	6,427	6,556	6,687	6,821	6,957	7,096	7,238	7,383	7,531	7,681
	8 hr HR	34.94	35.64	36.35	37.08	37.82	38.58	39.35	40.14	40.94	41.76	42.59	43.45	44.32
IT43	8 hr YR	76,486	78,016	79,576	81,168	82,791	84,447	86,136	87,859	89,616	91,408	93,237	95,101	97,003
	MO	6,374	6,501	6,631	6,764	6,899	7,037	7,178	7,322	7,468	7,617	7,770	7,925	8,084
	8 hr HR	36.77	37.51	38.26	39.02	39.80	40.60	41.41	42.24	43.08	43.95	44.83	45.72	46.64

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
IT44	8 hr YR	81,389	83,017	84,677	86,371	88,098	89,860	91,657	93,490	95,360	97,267	99,213	101,197	103,221
	MO	6,782	6,918	7,056	7,198	7,341	7,488	7,638	7,791	7,947	8,106	8,268	8,433	8,602
	8 hr HR	39.13	39.91	40.71	41.52	42.35	43.20	44.07	44.95	45.85	46.76	47.70	48.65	49.63
IT45	8 hr YR	91,152	92,975	94,834	96,731	98,665	100,639	102,651	104,705	106,799	108,935	111,113	113,336	115,602
	MO	7,596	7,748	7,903	8,061	8,222	8,387	8,554	8,725	8,900	9,078	9,259	9,445	9,634
	8 hr HR	43.82	44.70	45.59	46.51	47.44	48.38	49.35	50.34	51.35	52.37	53.42	54.49	55.58
IT46	8 hr YR	98,444	100,413	102,421	104,469	106,559	108,690	110,864	113,081	115,342	117,649	120,002	122,402	124,850
	MO	8,204	8,368	8,535	8,706	8,880	9,057	9,239	9,423	9,612	9,804	10,000	10,200	10,404
	8 hr HR	47.33	48.28	49.24	50.23	51.23	52.25	53.30	54.37	55.45	56.56	57.69	58.85	60.02

IT22	Cadastral Technician	IT44	GIS Analyst
IT22	Help Desk Technician	IT44	Application / System / Network Administrator II
IT23	GIS Technician	IT45	Application / System / Network Administrator III
IT23	Computer Support Technician I	IT45	Information Technology Project Manager
IT24	Computer Support Technician II	IT45	Data Base Administrator
IT25	Computer Support Technician III	IT45	Information Security Analyst
IT26	Technology Administrator Specialist	IT46	Business Analyst
IT43	Application / System / Network Administrator I		

Information Technology Pay Plan 2025 - 2026

Effective January 1, 2026

Represents a 2% across the board increase over 2025 pay plan

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
IT22	8 hr YR	50,148	51,151	52,174	53,218	54,282	55,368	56,475	57,604	58,757	59,932	61,130	62,353	63,600
	MO	4,179	4,263	4,348	4,435	4,523	4,614	4,706	4,800	4,896	4,994	5,094	5,196	5,300
	8 hr HR	24.11	24.59	25.08	25.59	26.10	26.62	27.15	27.69	28.25	28.81	29.39	29.98	30.58
IT23	8 hr YR	53,916	54,995	56,095	57,217	58,361	59,528	60,719	61,933	63,172	64,435	65,724	67,038	68,379
	MO	4,493	4,583	4,675	4,768	4,863	4,961	5,060	5,161	5,264	5,370	5,477	5,587	5,698
	8 hr HR	25.92	26.44	26.97	27.51	28.06	28.62	29.19	29.78	30.37	30.98	31.60	32.23	32.87
IT24	8 hr YR	59,748	60,943	62,162	63,405	64,673	65,967	67,286	68,632	70,004	71,404	72,832	74,289	75,775
	MO	4,979	5,079	5,180	5,284	5,389	5,497	5,607	5,719	5,834	5,950	6,069	6,191	6,315
	8 hr HR	28.72	29.30	29.89	30.48	31.09	31.71	32.35	33.00	33.66	34.33	35.02	35.72	36.43
IT25	8 hr YR	65,594	66,906	68,244	69,609	71,001	72,421	73,869	75,347	76,854	78,391	79,958	81,558	83,189
	MO	5,466	5,575	5,687	5,801	5,917	6,035	6,156	6,279	6,404	6,533	6,663	6,796	6,932
	8 hr HR	31.54	32.17	32.81	33.47	34.13	34.82	35.51	36.22	36.95	37.69	38.44	39.21	39.99
IT26	8 hr YR	67,562	68,913	70,291	71,697	73,131	74,593	76,085	77,607	79,159	80,742	82,357	84,004	85,684
	MO	5,630	5,743	5,858	5,975	6,094	6,216	6,340	6,467	6,597	6,729	6,863	7,000	7,140
	8 hr HR	32.48	33.13	33.79	34.47	35.16	35.86	36.58	37.31	38.06	38.82	39.59	40.39	41.19
IT41	8 hr YR	70,264	71,669	73,103	74,565	76,056	77,577	79,129	80,711	82,325	83,972	85,651	87,364	89,112
	MO	5,855	5,972	6,092	6,214	6,338	6,465	6,594	6,726	6,860	6,998	7,138	7,280	7,426
	8 hr HR	33.78	34.46	35.15	35.85	36.57	37.30	38.04	38.80	39.58	40.37	41.18	42.00	42.84
IT42	8 hr YR	74,133	75,616	77,128	78,671	80,244	81,849	83,486	85,156	86,859	88,596	90,368	92,175	94,019
	MO	6,178	6,301	6,427	6,556	6,687	6,821	6,957	7,096	7,238	7,383	7,531	7,681	7,835
	8 hr HR	35.64	36.35	37.08	37.82	38.58	39.35	40.14	40.94	41.76	42.59	43.45	44.32	45.20
IT43	8 hr YR	78,016	79,576	81,168	82,791	84,447	86,136	87,859	89,616	91,408	93,237	95,101	97,003	98,943
	MO	6,501	6,631	6,764	6,899	7,037	7,178	7,322	7,468	7,617	7,770	7,925	8,084	8,245
	8 hr HR	37.51	38.26	39.02	39.80	40.60	41.41	42.24	43.08	43.95	44.83	45.72	46.64	47.57

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
IT44	8 hr YR	83,017	84,677	86,371	88,098	89,860	91,657	93,490	95,360	97,267	99,213	101,197	103,221	105,285
	MO	6,918	7,056	7,198	7,341	7,488	7,638	7,791	7,947	8,106	8,268	8,433	8,602	8,774
	8 hr HR	39.91	40.71	41.52	42.35	43.20	44.07	44.95	45.85	46.76	47.70	48.65	49.63	50.62
IT45	8 hr YR	92,975	94,834	96,731	98,665	100,639	102,651	104,705	106,799	108,935	111,113	113,336	115,602	117,914
	MO	7,748	7,903	8,061	8,222	8,387	8,554	8,725	8,900	9,078	9,259	9,445	9,634	9,826
	8 hr HR	44.70	45.59	46.51	47.44	48.38	49.35	50.34	51.35	52.37	53.42	54.49	55.58	56.69
IT46	8 hr YR	100,413	102,421	104,469	106,559	108,690	110,864	113,081	115,342	117,649	120,002	122,402	124,850	127,347
	MO	8,368	8,535	8,706	8,880	9,057	9,239	9,423	9,612	9,804	10,000	10,200	10,404	10,612
	8 hr HR	48.28	49.24	50.23	51.23	52.25	53.30	54.37	55.45	56.56	57.69	58.85	60.02	61.22

- IT22 Cadastral Technician
- IT22 Help Desk Technician
- IT23 GIS Technician
- IT23 Computer Support Technician I
- IT24 Computer Support Technician II
- IT25 Computer Support Technician III
- IT26 Technology Administrator Specialist
- IT43 Application / System / Network Administrator I
- IT44 GIS Analyst
- IT44 Application / System / Network Administrator II
- IT45 Application / System / Network Administrator III
- IT45 Information Technology Project Manager
- IT45 Data Base Administrator
- IT45 Information Security Analyst
- IT46 Business Analyst

Information Technology General Union Pay Plan 2025 - 2026
Effective January 1, 2026

Represents a 2% across the board increase over 2025 pay plan

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
B23	8 hr YR	51,499	52,529	53,580	54,652	55,745	56,860	57,997	59,157	60,340	61,547	62,778	64,033	65,314
	8 hr MO	4,292	4,377	4,465	4,554	4,645	4,738	4,833	4,930	5,028	5,129	5,231	5,336	5,443
	HR	24.76	25.25	25.76	26.27	26.80	27.34	27.88	28.44	29.01	29.59	30.18	30.79	31.40
	7.5 hr MO	4,023	4,104	4,186	4,270	4,355	4,442	4,531	4,622	4,714	4,808	4,904	5,003	5,103
	7.5 hr YR	48,281	49,246	50,231	51,236	52,261	53,306	54,372	55,459	56,569	57,700	58,854	60,031	61,232