

**2025-2026**

**AGREEMENT**

**By and Between**

**YAKIMA COUNTY, WASHINGTON**

**And**

**YAKIMA COUNTY PUBLIC SERVICES/COUNTY ROAD DEPARTMENT  
CLERICAL, TECHNICAL AND PROFESSIONAL  
EMPLOYEES GROUP**

**January 1, 2025, through December 31, 2026**

Yakima County hereinafter referred to as the Employer, and Yakima County Public Services/County Road Department Clerical, Technical, and Professional Employees Group, hereinafter referred to as the Union, 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 as 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 changes to Exhibit "D", Bilingual Premium Process Steps.

**The attached pay plan Exhibit "D" will replace the current exhibit effective March 1, 2025.**

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

**FOR THE EMPLOYER:**  
**Yakima County**

\_\_\_\_\_  
Kyle Curtis, Chair  
Yakima County Board of County Commissioners

\_\_\_\_\_  
LaDon Linde, Commissioner  
Yakima County Board of County Commissioners

\_\_\_\_\_  
Amanda McKinney, Commissioner  
Yakima County Board of County Commissioners

\_\_\_\_\_  
Lisa Freund, Director of Public Services

\_\_\_\_\_  
Matt Pietrusiewicz, County Engineer

\_\_\_\_\_  
Judith A. 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*

**FOR THE CTP GROUP:**  
**Yakima County**  
**Clerical, Technical and Professional Employee Group**

\_\_\_\_\_  
John Stanton President

\_\_\_\_\_  
Jennifer Walker, Vice President

\_\_\_\_\_  
Aaron Cohen, Member at Large

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

## **EXHIBIT “D”**

### **Bilingual Premium Process Steps**

1. The County will use the testing services of: Language Testing International (LTI) and the American Council on the Teaching of Foreign Languages (ACTFL) “Proficiency Levels in the Workplace” document as provided by LTI.
2. Testing will be for the Spanish language. Other languages will be addressed as needed upon agreement between the Union and the Employer.
3. To qualify for bilingual pay, the employee will test at their own cost and provide the County with the proof of successful completion of the test and must score at least “Advanced Low” on the ACTFL “Proficiency Levels in the Workplace” for oral (speaking) and listening. The employee must score at least “Intermediate High” for reading.
4. The County will reimburse the employee for the testing cost through the accounts payable process (see process for Expense Reimbursements).
5. The County will add the five percent (5%) bilingual premium allowance to the employee’s pay once the department and Human Resources receives proof of the successful completion of all required testing.
6. The five percent (5%) bilingual premium pay will apply within the pay period that receipt of the acceptable proof of passing all required tests is received by Human Resources.
7. No retroactive payment will apply unless implementation of the premium pay is delayed beyond the employee or supervisor control (payroll timelines).
8. Bilingual premium pay will be removed if the employee does not maintain recertification requirements as defined in Article 12.5. All of the above requirements will be applied to recertification testing.
9. Human Resources will send reminders to employees of bilingual premium recertifications. The effective date that employees begin receiving bilingual premium pay will be the effective date used to determine recertification requirements. Reminders will be sent to the employee six (6) months prior to the expiration of the bilingual premium pay.