

**2025-2026 Memorandum of Agreement**

**YAKIMA COUNTY BOARD OF COMMISSIONERS**

**and**

**AFSCME 2264 COUNCIL 2, WASHINGTON STATE COUNCIL OF COUNTY AND CITY  
EMPLOYEES (PREVIOUSLY KNOW AS INDEPENDENT AFSCME 2264)**

**representing**

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

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

Yakima County hereinafter referred to as the Employer, and Council 2, of the Washington State Council of County and City Employees, representing, Local 2264, American Federation of State County and Municipal Employees, AFL-CIO, 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 the progression of certain job classifications within the bargaining group.

**This language replaces Article 23.5 – Boot Allowance, for the remaining term of the 2025-2026 CBA.**

23.5 Boot Allowance:

- A. Employees are required to wear quality safety boots complying with ASTM F2413-18 MIC or FIC standards. Protective footwear shall be a sturdy work boot type style, five inches or higher. Employees will ensure to wear their safety boots when working. Employees will ensure that their safety boots are in safe working order at all times.

- B. The County will pay each employee four hundred and fifty (\$450) dollars every other year (two year period) in additional compensation to be included in the February 25<sup>th</sup> paycheck of the odd year for the purchase of protective footwear.
  - 1. Effective for 2025, employees who have not been reimbursed for boots in 2025 will receive the additional compensation of four hundred and fifty (\$450) dollars in the pay period following the final signature of this MOA.
  - 2. Effective for 2025, employees who have been reimbursed for boots in 2025 will receive the difference between the four hundred and fifty (\$450) dollars and the amount of boot reimbursement already received in the pay period following the final signature of this MOA.
- C. New hires will receive the four hundred and fifty (\$450) dollars in the 2<sup>nd</sup> pay period following their date of hire.

IN WITNESS WHEREOF, the parties hereto have set their hands this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

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

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Kyle Curtis, Chair  
Yakima County Board of County Commissioners

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LaDon Linde, Commissioner  
Yakima County Board of County Commissioners

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Amanda McKinney, Commissioner  
Yakima County Board of County Commissioners

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Lisa Freund, Director of Public Services

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Matt Pietrusiewicz, County Engineer

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Judith A. Kendall, Director of Human Resources

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

**FOR THE UNION:**

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Dusty Morford, Staff Representative  
Council 2, Washington State Council of  
County and City Employees

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Shawn Davis, President  
AFSCME 2264

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Josh Day, Vice President  
AFSCME 2264

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Robert Hurst, Negotiating Member  
AFSCME 2264

*Attest:*

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

**Approved as to form:**

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*Deputy Prosecuting Attorney*