

2025-2026 Memorandum of Agreement

YAKIMA COUNTY BOARD OF COMMISSIONERS

and

**AFSCME 2264 COUNCIL 2, WASHINGTON STATE COUNCIL OF COUNTY AND CITY
EMPLOYEES (PREVIOUSLY KNOWN 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 25th 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 2nd 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

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, Director of Human Resources

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

FOR THE UNION:

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

Shawn Davis, President
AFSCME 2264

Josh Day, Vice President
AFSCME 2264

Robert Hurst, Negotiating Member
AFSCME 2264

Attest:

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

Approved as to form:

Deputy Prosecuting Attorney