

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 adding ENG41 pay grade to the pay plan due to the Engineering Technician IV classification moving from ENG26 to ENG41 effective July 1, 2025.

This language replaces Exhibit “B”, AFSCME Local 2264 Engineering Pay Plan, for the remaining term of the 2025-2026 CBA.

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

Exhibit B
AFSCME Local 2264 Engineering Pay Plan
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	
ENG22	8 hr	YR	50,394	51,402	52,430	53,478	54,548	55,639	56,752	57,887	59,045	60,225	61,430	62,659	63,912
		MO	4,199	4,283	4,369	4,457	4,546	4,637	4,729	4,824	4,920	5,019	5,119	5,222	5,326
	8 hr	HR	24.23	24.71	25.21	25.71	26.23	26.75	27.28	27.83	28.39	28.95	29.53	30.12	30.73
ENG24	8 hr	YR	60,041	61,242	62,466	63,716	64,990	66,290	67,616	68,968	70,347	71,754	73,189	74,653	76,146
		MO	5,003	5,103	5,206	5,310	5,416	5,524	5,635	5,747	5,862	5,980	6,099	6,221	6,346
	8 hr	HR	28.87	29.44	30.03	30.63	31.25	31.87	32.51	33.16	33.82	34.50	35.19	35.89	36.61
ENG25	8 hr	YR	65,915	67,234	68,578	69,950	71,349	72,776	74,231	75,716	77,230	78,775	80,350	81,957	83,597
		MO	5,493	5,603	5,715	5,829	5,946	6,065	6,186	6,310	6,436	6,565	6,696	6,830	6,966
	8 hr	HR	31.69	32.32	32.97	33.63	34.30	34.99	35.69	36.40	37.13	37.87	38.63	39.40	40.19
ENG26	8 hr	YR	67,893	69,251	70,636	72,048	73,489	74,959	76,458	77,987	79,547	81,138	82,761	84,416	86,104
		MO	5,658	5,771	5,886	6,004	6,124	6,247	6,372	6,499	6,629	6,762	6,897	7,035	7,175
	8 hr	HR	32.64	33.29	33.96	34.64	35.33	36.04	36.76	37.49	38.24	39.01	39.79	40.58	41.40

ENG22 Engineering Technician I
ENG24 Engineering Technician II
ENG25 Engineering Technician III
ENG26 Engineering Technician IV

Exhibit B
AFSCME Local 2264 Engineering Pay Plan
Effective July 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
ENG22	8 hr YR	50,394	51,402	52,430	53,478	54,548	55,639	56,752	57,887	59,045	60,225	61,430	62,659	63,912
	MO	4,199	4,283	4,369	4,457	4,546	4,637	4,729	4,824	4,920	5,019	5,119	5,222	5,326
	8 hr HR	24.23	24.71	25.21	25.71	26.23	26.75	27.28	27.83	28.39	28.95	29.53	30.12	30.73
ENG24	8 hr YR	60,041	61,242	62,466	63,716	64,990	66,290	67,616	68,968	70,347	71,754	73,189	74,653	76,146
	MO	5,003	5,103	5,206	5,310	5,416	5,524	5,635	5,747	5,862	5,980	6,099	6,221	6,346
	8 hr HR	28.87	29.44	30.03	30.63	31.25	31.87	32.51	33.16	33.82	34.50	35.19	35.89	36.61
ENG25	8 hr YR	65,915	67,234	68,578	69,950	71,349	72,776	74,231	75,716	77,230	78,775	80,350	81,957	83,597
	MO	5,493	5,603	5,715	5,829	5,946	6,065	6,186	6,310	6,436	6,565	6,696	6,830	6,966
	8 hr HR	31.69	32.32	32.97	33.63	34.30	34.99	35.69	36.40	37.13	37.87	38.63	39.40	40.19
ENG26	8 hr YR	67,893	69,251	70,636	72,048	73,489	74,959	76,458	77,987	79,547	81,138	82,761	84,416	86,104
	MO	5,658	5,771	5,886	6,004	6,124	6,247	6,372	6,499	6,629	6,762	6,897	7,035	7,175
	8 hr HR	32.64	33.29	33.96	34.64	35.33	36.04	36.76	37.49	38.24	39.01	39.79	40.58	41.40
ENG41	8 hr YR	70,608	72,021	73,461	74,930	76,429	77,957	79,517	81,107	82,729	84,384	86,071	87,793	89,549
	MO	5,884	6,002	6,122	6,244	6,369	6,496	6,626	6,759	6,894	7,032	7,173	7,316	7,462
	8 hr HR	33.95	34.63	35.32	36.02	36.74	37.48	38.23	38.99	39.77	40.57	41.38	42.21	43.05

ENG22 Engineering Technician I
ENG24 Engineering Technician II
ENG25 Engineering Technician III
ENG41 Engineering Technician IV

Exhibit B
AFSCME Local 2264 Engineering Pay Plan
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
ENG22	8 hr	YR	51,402	52,430	53,478	54,548	55,639	56,752	57,887	59,045	60,225	61,430	62,659	63,912	65,190
		MO	4,283	4,369	4,457	4,546	4,637	4,729	4,824	4,920	5,019	5,119	5,222	5,326	5,432
	8 hr	HR	24.71	25.21	25.71	26.23	26.75	27.28	27.83	28.39	28.95	29.53	30.12	30.73	31.34
ENG24	8 hr	YR	61,242	62,466	63,716	64,990	66,290	67,616	68,968	70,347	71,754	73,189	74,653	76,146	77,669
		MO	5,103	5,206	5,310	5,416	5,524	5,635	5,747	5,862	5,980	6,099	6,221	6,346	6,472
	8 hr	HR	29.44	30.03	30.63	31.25	31.87	32.51	33.16	33.82	34.50	35.19	35.89	36.61	37.34
ENG25	8 hr	YR	67,234	68,578	69,950	71,349	72,776	74,231	75,716	77,230	78,775	80,350	81,957	83,597	85,268
		MO	5,603	5,715	5,829	5,946	6,065	6,186	6,310	6,436	6,565	6,696	6,830	6,966	7,106
	8 hr	HR	32.32	32.97	33.63	34.30	34.99	35.69	36.40	37.13	37.87	38.63	39.40	40.19	40.99
ENG26	8 hr	YR	69,251	70,636	72,048	73,489	74,959	76,458	77,987	79,547	81,138	82,761	84,416	86,104	87,826
		MO	5,771	5,886	6,004	6,124	6,247	6,372	6,499	6,629	6,762	6,897	7,035	7,175	7,319
	8 hr	HR	33.29	33.96	34.64	35.33	36.04	36.76	37.49	38.24	39.01	39.79	40.58	41.40	42.22
ENG41	8 hr	YR	72,021	73,461	74,930	76,429	77,957	79,517	81,107	82,729	84,384	86,071	87,793	89,549	91,340
		MO	6,002	6,122	6,244	6,369	6,496	6,626	6,759	6,894	7,032	7,173	7,316	7,462	7,612
	8 hr	HR	34.63	35.32	36.02	36.74	37.48	38.23	38.99	39.77	40.57	41.38	42.21	43.05	43.91

ENG22 Engineering Technician I
ENG24 Engineering Technician II
ENG25 Engineering Technician III
ENG41 Engineering Technician IV

EXHIBIT "B"
AFSCME Local 2264 General Union Pay Plan 2024
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	
A12	8 hr	YR	37,153	37,896	38,654	39,427	40,215	41,020	41,840	42,677	43,530	44,401	45,289	46,195	47,119
	8 hr	MO	3,096	3,158	3,221	3,286	3,351	3,418	3,487	3,556	3,628	3,700	3,774	3,850	3,927
		HR	17.86	18.22	18.58	18.96	19.33	19.72	20.12	20.52	20.93	21.35	21.77	22.21	22.65
	7.5 hr	MO	2,903	2,961	3,020	3,080	3,142	3,205	3,269	3,334	3,401	3,469	3,538	3,609	3,681
	7.5 hr	YR	34,831	35,527	36,238	36,963	37,702	38,456	39,225	40,010	40,810	41,626	42,458	43,308	44,174
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
B24/B31	8 hr	YR	55,951	57,070	58,211	59,375	60,563	61,774	63,009	64,270	65,555	66,866	68,203	69,567	70,959
	8 hr	MO	4,663	4,756	4,851	4,948	5,047	5,148	5,251	5,356	5,463	5,572	5,684	5,797	5,913
		HR	26.90	27.44	27.99	28.55	29.12	29.70	30.29	30.90	31.52	32.15	32.79	33.45	34.11
	7.5 hr	MO	4,371	4,459	4,548	4,639	4,731	4,826	4,923	5,021	5,121	5,224	5,328	5,435	5,544
	7.5 hr	YR	52,454	53,503	54,573	55,664	56,777	57,913	59,071	60,253	61,458	62,687	63,941	65,219	66,524
B25/B32	8 hr	YR	61,425	62,653	63,906	65,185	66,488	67,818	69,174	70,558	71,969	73,408	74,877	76,374	77,902
	8 hr	MO	5,119	5,221	5,326	5,432	5,541	5,651	5,765	5,880	5,997	6,117	6,240	6,365	6,492
		HR	29.53	30.12	30.72	31.34	31.97	32.60	33.26	33.92	34.60	35.29	36.00	36.72	37.45
	7.5 hr	MO	4,799	4,895	4,993	5,093	5,194	5,298	5,404	5,512	5,623	5,735	5,850	5,967	6,086
	7.5 hr	YR	57,586	58,737	59,912	61,110	62,333	63,579	64,851	66,148	67,471	68,820	70,197	71,601	73,033
C41	8 hr	YR	65,772	67,088	68,429	69,798	71,194	72,618	74,070	75,551	77,062	78,604	80,176	81,779	83,415
	8 hr	MO	5,481	5,591	5,702	5,816	5,933	6,051	6,173	6,296	6,422	6,550	6,681	6,815	6,951
		HR	31.62	32.25	32.90	33.56	34.23	34.91	35.61	36.32	37.05	37.79	38.55	39.32	40.10
	7.5 hr	MO	5,138	5,241	5,346	5,453	5,562	5,673	5,787	5,902	6,021	6,141	6,264	6,389	6,517
	7.5 hr	YR	61,661	62,895	64,152	65,435	66,744	68,079	69,441	70,829	72,246	73,691	75,165	76,668	78,201
C42	8 hr	YR	69,422	70,810	72,226	73,671	75,144	76,647	78,180	79,744	81,338	82,965	84,625	86,317	88,043
	8 hr	MO	5,785	5,901	6,019	6,139	6,262	6,387	6,515	6,645	6,778	6,914	7,052	7,193	7,337
		HR	33.38	34.04	34.72	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.68	41.50	42.33
	7.5 hr	MO	5,424	5,532	5,643	5,756	5,871	5,988	6,108	6,230	6,355	6,482	6,611	6,744	6,878
	7.5 hr	YR	65,083	66,384	67,712	69,066	70,448	71,857	73,294	74,760	76,255	77,780	79,336	80,922	82,541

EXHIBIT "B"
AFSCME Local 2264 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
A12	8 hr	YR	37,896	38,654	39,427	40,215	41,020	41,840	42,677	43,530	44,401	45,289	46,195	47,119	48,061
	8 hr	MO	3,158	3,221	3,286	3,351	3,418	3,487	3,556	3,628	3,700	3,774	3,850	3,927	4,005
		HR	18.22	18.58	18.96	19.33	19.72	20.12	20.52	20.93	21.35	21.77	22.21	22.65	23.11
	7.5 hr	MO	2,961	3,020	3,080	3,142	3,205	3,269	3,334	3,401	3,469	3,538	3,609	3,681	3,755
	7.5 hr	YR	35,527	36,238	36,963	37,702	38,456	39,225	40,010	40,810	41,626	42,458	43,308	44,174	45,057
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
B24/B31	8 hr	YR	57,070	58,211	59,375	60,563	61,774	63,009	64,270	65,555	66,866	68,203	69,567	70,959	72,378
	8 hr	MO	4,756	4,851	4,948	5,047	5,148	5,251	5,356	5,463	5,572	5,684	5,797	5,913	6,031
		HR	27.44	27.99	28.55	29.12	29.70	30.29	30.90	31.52	32.15	32.79	33.45	34.11	34.80
	7.5 hr	MO	4,459	4,548	4,639	4,731	4,826	4,923	5,021	5,121	5,224	5,328	5,435	5,544	5,655
	7.5 hr	YR	53,503	54,573	55,664	56,777	57,913	59,071	60,253	61,458	62,687	63,941	65,219	66,524	67,854
B25/B32	8 hr	YR	62,653	63,906	65,185	66,488	67,818	69,174	70,558	71,969	73,408	74,877	76,374	77,902	79,460
	8 hr	MO	5,221	5,326	5,432	5,541	5,651	5,765	5,880	5,997	6,117	6,240	6,365	6,492	6,622
		HR	30.12	30.72	31.34	31.97	32.60	33.26	33.92	34.60	35.29	36.00	36.72	37.45	38.20
	7.5 hr	MO	4,895	4,993	5,093	5,194	5,298	5,404	5,512	5,623	5,735	5,850	5,967	6,086	6,208
	7.5 hr	YR	58,737	59,912	61,110	62,333	63,579	64,851	66,148	67,471	68,820	70,197	71,601	73,033	74,493
C41	8 hr	YR	67,088	68,429	69,798	71,194	72,618	74,070	75,551	77,062	78,604	80,176	81,779	83,415	85,083
	8 hr	MO	5,591	5,702	5,816	5,933	6,051	6,173	6,296	6,422	6,550	6,681	6,815	6,951	7,090
		HR	32.25	32.90	33.56	34.23	34.91	35.61	36.32	37.05	37.79	38.55	39.32	40.10	40.91
	7.5 hr	MO	5,241	5,346	5,453	5,562	5,673	5,787	5,902	6,021	6,141	6,264	6,389	6,517	6,647
	7.5 hr	YR	62,895	64,152	65,435	66,744	68,079	69,441	70,829	72,246	73,691	75,165	76,668	78,201	79,765
C42	8 hr	YR	70,810	72,226	73,671	75,144	76,647	78,180	79,744	81,338	82,965	84,625	86,317	88,043	89,804
	8 hr	MO	5,901	6,019	6,139	6,262	6,387	6,515	6,645	6,778	6,914	7,052	7,193	7,337	7,484
		HR	34.04	34.72	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.68	41.50	42.33	43.18
	7.5 hr	MO	5,532	5,643	5,756	5,871	5,988	6,108	6,230	6,355	6,482	6,611	6,744	6,878	7,016
	7.5 hr	YR	66,384	67,712	69,066	70,448	71,857	73,294	74,760	76,255	77,780	79,336	80,922	82,541	84,191