

**2025-2026 Memorandum of Agreement
between**

**BOARD OF COUNTY COMMISSIONERS OF YAKIMA COUNTY,
THE YAKIMA COUNTY SHERIFF
and
YAKIMA COUNTY SHERIFF'S OFFICE NON-COMMISSIONED OFFICERS GUILD**

Representing Records, Finance, Evidence & Forensics, and Animal Control Employees

For CBA effective January 1, 2025, through December 31, 2026

Yakima County, hereinafter referred to as the Employer, and Yakima County Sheriff's Office Non-Commissioned Officers Guild, hereinafter referred to as the Guild, 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 Guild 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:

1. An unintentional omission from the medical provision.

This language replaces the language in Article 22 – Medical Benefits in its entirety as listed below effective January 1, 2025, for the remaining term of the 2025-2026 CBA.

ARTICLE 22 - MEDICAL BENEFITS

- 22.1 Insurance will be provided through Premera Blue Cross as set forth below:
- 22.2 Effective January 1, 2025, of the collective bargaining agreement, the Employer contribution for premium cost will be up to \$1,150.00 (One Thousand One Hundred and Fifty Dollars) per month.
- 22.3 Effective January 1, 2026, the Employer contribution for premium cost will be up to \$1,200.00 (One Thousand Two Hundred Dollars) per month.
 - A. For employees who are enrolled in the Premera Blue Cross (High Deductible) Plans with employee only coverage, the Employer shall contribute the difference between the premium for the Employee Only Tier and the Employer maximum contribution to an HSA account for the employee

- B. For employees who are enrolled in any Premera Blue Cross Plan other than the Premera Blue Cross (High Deductible) Plans with Employee Only coverage, the Employer shall contribute the difference between the premium for the Employee Only Tier and the Employer maximum contribution to an HRA VEBA account for the employee.
- 22.4 Said insurance shall be for employee and dependent medical, dental, vision, basic life insurance and basic long term disability.
- 22.5 The Employer shall determine which insurance programs and benefits may be continued or implemented from time to time. If there are changes in the insurance programs, the Employer will notify the Guild of said changes. Said notification shall not interfere or hinder the right of the Employer to change the benefit structure, benefit level, and/or premium level.
- 22.6 If the insurance company or companies providing the above-referenced benefits notifies the Employer of changes in the premium structure and/or benefit levels, then and in that event the Guild and employees shall comply with said changes if requested to do so by the Employer.
- 22.7 Any disputes, disagreements and/or claims regarding insurance coverage and/or policies between an employee and an insurance carrier and/or administrator are not grievable by the Guild and/or the employee.

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

FOR THE EMPLOYER:
Yakima County, Washington

Kyle Curtis, Chair
Board of Yakima County Commissioners

LaDon Linde, Commissioner
Board of Yakima County Commissioners

Amanda McKinney, Commissioner
Board of Yakima County Commissioners

Robert Udell, Sheriff
Yakima County Sheriff's Office

Judith A. Kendall
Director of Human Resources

Represented by:

Colin Boyle, Attorney

YCSO Non-Commissioned Employee Guild
2025-2026 MOA – Medical

FOR THE GUILD:

Amanda Trickey-Morris
Guild President

BreAnne Story
Guild Vice President

Courtney Emerson
Guild Treasurer

Cindy Kanzler
Guild Negotiator

Represented by:

Paige M. Chrz, Attorney

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