

# **AGREEMENT**

between

**LOCAL 17**

**PROFESSIONAL AND TECHNICAL EMPLOYEES**

and

**CLARK COUNTY, WASHINGTON**

**JULY 1, 2021 - DECEMBER 31, 2024**

**Appraisers and Other Professionals:** Professional and Technical Employees, Local 17

**Engineers, Technicians and Other Professionals:** Professional and Technical Employees, Local 17.

## **EXHIBITS AND APPENDICES**

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## ARTICLE 1. RECOGNITION

**1.1 Parties.** This Agreement is between Clark County, Washington, hereinafter referred to as the County & Local 17, Professional and Technical Employees, hereinafter referred to as the Union, for purposes of setting forth the mutual understanding of the parties regarding wages, hours, and conditions of employment of those employees for whom the County has recognized the Union as the exclusive collective bargaining representative.

**1.2 Exclusive Representative.** The County hereby recognizes Local 17, Professional and Technical Employees as the exclusive bargaining representative for the purposes stated in Chapter 41.56 RCW of all regular full-time and regular part-time employees employed within the bargaining units of this Agreement. The classifications and bargaining units covered by this Agreement are set forth in Appendices A and B in this agreement. For the purposes of recognition, "regular" employees include those occupying budgeted positions and working a regular schedule of 1,040 hours or more in any calendar year. The respective bargaining units covered by this Agreement shall exclude all elected, confidential, supervisory (except that lead Supervisors shall be included) temporary and part-time (less than 1,040 hours per year) employees.

## **ARTICLE 2. NON-DISCRIMINATION**

**2.1** The County and the Union agree that they will not discriminate against any employee by reason of race, creed, age, color, sex, national origin, religious belief, marital status, mental or physical disability, sexual orientation, political affiliation or activity or any other categories of persons or activities protected by federal, state or local statutes, ordinances, rules or regulations.

**2.2** The County agrees not to discriminate against any member of the Union for their activity on behalf of or because of membership in the Union.

## **ARTICLE 3. UNION RIGHTS AND SECURITY**

**3.1 Membership.** All employees covered by this Agreement shall have the right to be either (1) a member of the union or (2) a non-member. Employees who elect to be members, shall have regular Union dues deducted from the employee's paycheck by the County beginning on the first day of the calendar month following receipt of a signed authorization card. Deductions shall continue until written notification of a change is received from the Union.

3.1.1 The Union reserves the right to enforce the terms and conditions of each employee's signed membership card or dues authorization with regard to when authorizations for deductions may be revoked. The Employer shall honor the terms and conditions of each employee's signed membership card or dues authorization. Any notice given to the County of an Union member's intent to change their membership status will be forwarded to the Union Membership Administrator.

**3.2 Deductions.** The Union will notify the County of any initiation fees and dues. Within thirty (30) calendar days of receiving a signed authorization card, the County will deduct such initiation fees and union dues from the wages of the employees and forward them to the Union each pay period. Each pay period the County shall submit the dues to the address and name provided by the Union, accompanied by a list of dues-paying employees, their salaries, and the amount of their dues. The County and the Union agree to use the Union's dues authorization form for the purposes of authorization of payments to the Union by payroll deduction.

**3.3 New Hires.** The County agrees to provide the Union with written notification within thirty (30) days of transfers and/or new hires into and separations from the bargaining unit in a fashion mutually acceptable to the parties. A meeting with the Union representative shall be included as part of new employee orientation.

**3.4 Indemnification.** The Union agrees to indemnify and hold harmless the County, its officers, agents, and employees from and against all claims, demands, actions and other forms of liability, monetary or otherwise, arising from application and execution of Sections 3.1 through 3.4.

**3.5 Third Party Information Requests.** The County shall endeavor to notify the Union of any third-party requests for information about the bargaining unit, including Freedom of Information Act requests, to protect employees from harassment and invasion of privacy. Notification to the Union shall include a copy of the request and any materials submitted with the request. Failure to provide timely notification shall not be subject to the grievance procedures outlined in this Agreement.

**3.6 Printing and Distribution.** The County shall bear the cost of printing and binding twenty-five (25) copies of this Agreement for the bargaining unit and shall provide these copies to the Union for distribution to represented employees. Be it further agreed that upon final signatures the County shall distribute electronically to all bargaining unit members a copy of the Agreement with an option to print should the employee deem necessary. The County shall provide copies to all new hires.

**3.7. Health and Safety** The County shall be responsible for ensuring that all work is done in accordance with applicable State, Federal and County health and safety codes, ordinances and/or regulations. Alleged violations of this commitment shall be subject to this Agreement's grievance procedure provided, however, that any disputes which remain unresolved after Step 3 of said procedure are not subject to binding arbitration.

## **ARTICLE 4. MANAGEMENT RIGHTS**

**4.1 Rights Reserved.** The management of the County and the direction of the work force are vested exclusively in the County subject to the terms of this Agreement. The parties agree that existing established past practices not covered by this Agreement on mandatory subjects of bargaining shall be altered only with agreement of the parties. The County shall notify the Union in writing of proposed changes to the County Human Resources Policy Manual or to any mandatory subject of bargaining not covered by this Agreement. This article does not restrict the right of an employee to use the grievance procedure set forth in Article 20 in this Agreement.

**4.2** Except as specifically limited by the express terms of this Agreement, the parties recognize the following rights of the County:

4.2.1 Determine the methods, processes and means of providing services.

4.2.2 Increase, diminish or change equipment, including the introduction of any and all new, improved or automated methods or equipment.

4.2.3 Make or change the assignment of employees to specific jobs within the bargaining unit in accordance with their job classification or title.

4.2.4 Hire, transfer and promote including determination of the qualifications, methods and standards thereof.

4.2.5 Discipline regular employees for just cause and discipline probationary employees for any lawful reason.

4.2.6 Determine or change standards and expectations for employee performance and conduct.

4.2.7 Evaluate employees including the use or modification of performance appraisal programs.

**4.3 Use of Temporaries.** The County may employ temporary workers on a seasonal, cyclic, or short-term basis, or to assist during an unusually high workload. A temporary worker normally will not be employed more than 1,040 hours in a calendar year, unless extended with mutual agreement of the Union and the County. The County will notify the Union(s) quarterly of the number and identity, date of hire, classification and department of temporary workers. The County will not rotate temporaries through the same position.

Except where mutually agreed upon, temporaries shall be paid no more than the entry step rate for the classification they have hired to work in.

**4.4 Project Employees.** The County may employ project employees for long term but limited duration projects for up to twenty-four (24) months on a full-time basis. Project employees are eligible for selected benefits: Vacation, observed and floating holidays, sick leave, medical and dental insurance, and the Employee Assistance Program in the same manner as employees covered under this Agreement. Project employees shall be required to be members of the Union with rights equivalent to probationary employees but shall not be entitled to bump or displace covered employees when laid off at the conclusion of the project nor shall they be entitled to seniority rights.

**4.5 Use of Alternative Workers and Non-Bargaining Unit Personnel.** The County may, in its discretion, make use of various alternative workers for rehabilitative, societal or other purposes including volunteers, offenders, youth programs, interns, senior citizens, welfare recipients and the disabled or assign tasks to personnel from other bargaining units and non-represented employees provided such activity does not result in the layoff of bargaining unit employees or a reduction in the number of bargaining unit positions. The parties affirm the principle that alternative workers should be used as a supplement to and not in place of bargaining unit members.

**4.6 Contracting Out.** The County may contract out bargaining unit work provided such activity does not result in the layoff of bargaining unit employees or a reduction in the number of employees or positions within the bargaining unit. The County shall provide sixty (60) calendar days' notice to the affected Union and its representatives. If there are legislative changes that would result in the need to contract out sooner than sixty (60) days, the sixty (60) days' notice may not apply and the County will notify the Union as soon as practicable, but under no circumstances, not less than fifteen (15) days prior to contracting out.

**4.7 Performance Evaluation.** The County retains the right to evaluate employees including the use or modification of performance appraisal programs. The County agrees to provide for employee and union input on the development of any new appraisal form or system or a substantial change to forms or systems now in use. The parties further agree to the following elements of a performance appraisal system:

- a. The purpose of performance evaluations is to provide employees with clear expectations and feedback regarding their performance against those expectations and to promote communication between the employees, their Supervisor and the department head.
- b. The County may establish or revise procedures and forms for performance evaluations, so long as such procedures and/or forms are reasonable. Peer evaluations shall not be utilized except that employees in lead positions shall be expected to provide input on evaluations of employees under their lead.
- c. Employees may appeal performance evaluations to the reviewer or second (2<sup>nd</sup>) level signatory. If still unsatisfied they may appeal to the department head. The department head's decisions shall be final.



- d. Performance Evaluations should be used to document previously raised problems and concerns. Except in unusual circumstances, problems not previously raised should not be included in evaluations. Performance evaluations are not intended to replace or diminish the principle of progressive discipline.
- e. Performance evaluations, including employee comments and reasonable rebuttal materials, shall be included in personnel files. The County shall strictly guard the confidentiality of employees' performance evaluations.
- f. In cases where more than a year has passed since the previous performance evaluation without any intervening issues, the County will not utilize any performance issues from that performance evaluation to hinder an employee's opportunity to seek a promotion or transfer.
- g. Performance evaluations are not to be used solely as a basis for disciplinary action.

## **ARTICLE 5. LABOR MANAGEMENT COMMITTEE**

**5.1** The County and the Union agree to establish a joint committee consisting of three (3) representatives of the Union and three (3) representatives of the County. The purpose of this committee is to discuss matters of concern by either party. Meetings will be held as needed and may be called by either party; meetings will be conducted during the County business hours allowing employee members to participate on paid time. Responsibility for coordinating the meetings will alternate between the parties.

## **ARTICLE 6. UNION REPRESENTATIVES AND ACTIVITIES**

**6.1** The Union shall inform the County in writing of the names of its officers and stewards who are authorized to represent the Union. Such information shall be kept up-to-date at all times.

**6.2 Access to Workplace.** Union representatives may, after informing the Supervisor, visit the work location of employees covered by this Agreement. Access shall be allowed provided it does not disrupt the regular work activities of employees or the department.

### **6.3 Use of County Resources**

6.3.1 The County agrees to furnish and maintain suitable bulletin boards for the Union's use in communicating to members. The Union shall limit its posting of notices and bulletins to such bulletin boards.

6.3.2 The Union may use County communications resources (telephone, voice mail, e-mail, mail distribution, bulletin boards) for communications that relate to the Union's business relationship with the County. All other uses require approval of the County and requests should be directed to the applicable department head or his/her designee.

6.3.3 Use of County facilities for Union meetings shall be permitted, subject to the general rules and conditions for public use of County facilities.

**6.4 Release Time.** Employee officers of the Union or stewards shall be allowed reasonable release time without loss of pay for the purposes of meetings with the County for collective bargaining, grievances or disciplinary hearings or such other legitimate activities as are mutually agreed. Nothing in this Agreement shall be construed to require employees to receive compensation from the County for representation activities occurring outside of the employee's regularly scheduled work hours or for such time to be counted as time worked for overtime calculation. Work hours shall not be used by officers, employees or business representatives for solicitation of Union membership, collection or checking of dues, Union meetings or other activities relating to the internal business of the Union.

6.4.1 Employee Union representatives shall request permission from their immediate Manager for release time. Such request shall be granted provided release time does not unreasonably detract from their work performance and is in compliance with the above requirements as to the nature of the activity.

6.4.2 Employee Union representatives shall be allowed one (1) hour of release time preceding or following meetings with the County for preparation/debriefing activities.

6.4.3 The Union may use County communications resources (telephone, voice mail, e-mail, mail distribution, bulletin boards) for communications that relate to the Union's business relationship with the County. All other uses require approval of the County and requests should be directed to the applicable department head or their designee.

**6.5 Union Business Leave.** Each bargaining unit shall be granted two (2) days per year of Union Business Leave for use by Officers and stewards for Union conferences and conventions.

6.5.1 The Union may ask and the County may grant Union leave for up to one (1) year. This leave shall apply to one (1) person at any one time and shall only be granted to allow the individual to perform duties for the Union.

6.5.2 Leaves for Union business shall be governed by the provisions Article 16.6 - Other Leaves and Article 17 - Insurance in this Agreement.

## **ARTICLE 7. STRIKES AND LOCKOUTS**

**7.1** During the life of and for the duration of this Agreement, including any status quo period following the expiration of this Agreement, the Union, including agents, officers, representatives, and bargaining unit members shall not engage in, acquiesce in, observe or encourage any strike, slowdown, primary picketing, sick-out, sit-down, or other disruption or stoppage of work at any County facility or at any location where County services are performed nor shall there be any lockout of bargaining unit members by the County. If any such activity takes place, the Union will immediately notify all Union agents, officers, representatives, and bargaining unit members engaging in such activity to cease and desist, and the Union shall publicly declare by letter to the Board of County Councilors and the Human Resources Department that such activity is in violation of this Agreement and is unauthorized. In the event the Union fails to fully and faithfully discharge its duties under this Article, the County shall be entitled to recover its losses incurred as a result of activity in violation of this Article. In the event of a lockout in violation of this Article, affected employees shall be entitled to be made whole for any wages, benefits and rights lost as a result of such lockout. Any employee engaging in any activity in violation of this Article may be subject to immediate disciplinary action or discharge and the only matter related to such action which may be subject to appeal is the question of whether or not the employee engaged in such activity.

## **ARTICLE 8. JOB ASSIGNMENTS AND CLASSIFICATION**

**8.1 Work Assignments and Duties.** The County may make or change the assignment of employees to specific jobs within the bargaining unit in accordance with their specific job classification or title.

**8.1.1 Work Out of Class.** Employees in certain work-out-of-classification assignments may be eligible for additional compensation as provided by Article 12.8 in this Agreement.

**8.1.2 Career Development.** Employees may be assigned higher-level work for training and development purposes on a limited term basis. The Department shall make every effort to distribute such assignments on an equitable basis. Assignments of employees to a position in a higher-level classification under this Section shall normally be for a maximum of sixty (60) days unless otherwise agreed or work-out-of-classification pay is offered. Employees shall be informed in writing of the purpose of the assignment and its expected duration. Career Development opportunities shall not be used to prevent the filling of vacant positions.

**8.1.3 Alternate Staffing.** Alternate staffing is defined as the budgeting of a position at more than one classification level within a job series. Employees filling alternately staffed positions may be assigned duties at any of the classification levels of the position and shall be eligible for promotion when performing fully satisfactorily at the higher level in the judgment of the department. Classifications which are alternately staffed are listed in the County pay plan.

## **8.2 Reclassification.**

**8.2.1** Job classifications shall be defined by the current class description for each of the job class titles covered by this Agreement. The County may revise and update classifications to reflect current duties and qualifications for each classification. The affected Union(s) shall be provided notice of any substantial changes and afforded the opportunity to bargain the effects of the change with respect to mandatory subjects of bargaining during the life of the Agreement.

**8.2.2** Employees who believe they are misclassified or have been assigned work outside of their current classification must notify their Supervisor or Manager in writing. If the department agrees that a reclassification is appropriate the Supervisor or Manager will request a study of the position(s) by Human Resources. If the employee's department disagrees with the request, they shall so notify the employee in writing within thirty (30) days. If the employee still disagrees, they may appeal the decision to the Human Resources Department. The Human Resources Department will notify the employee within sixty (60) days as to whether the position warrants study and an anticipated date for study. The effective date of any change will be the date of the adoption of the study or the beginning of the seventh (7<sup>th</sup>) month following receipt of the official request by the Human Resources Department, if the study has not been completed within six (6) months.

8.2.3 When a position is reclassified, the incumbent shall be continued in the position when the following criteria are met:

- a. The change in duties evolved over a period of time, generally six (6) months or longer (versus occurring instantaneously, such as via reorganization) and;
- b. The incumbent has occupied the position and has performed substantially all the duties of the new classification for six (6) months and;
- c. The incumbent meets all of the published minimum requirements of the new classification.

8.2.4 If these qualifications are not met the employee may continue in the position as an under fill for up to twelve (12) months or be reassigned to another vacant and suitable position for which the employee is qualified in the same classification in the department. If there is no position available and an under fill is not practical, the employee shall be laid off.

8.2.5 Requests for a classification study are not the same as compensation studies; which must be requested during the bargaining of this Agreement.

**8.3 Salaries for New/Revised Classifications.** When a new classification is required or a substantial change is made to an existing job classification in the area of an "upward" change in responsibilities or qualifications the County will develop/revise the classification description, proposed salary and proposed bargaining unit assignment. The salary range for the new/revised classification shall be established following County procedures so that the salary of the new class is equitable in comparison to existing bargaining unit classes. The Union shall be provided notice of the allocation and afforded the opportunity to negotiate as to the salary and bargaining unit allocation. The County may change the proposed salary pending negotiations. If the parties agree to a change to the salary/classification, the change shall be retroactive to the County's original approval date.

## **ARTICLE 9. FILLING OF VACANCIES**

**9.1 Vacancies and Posting.** Except as otherwise provided herein, job postings to fill new or vacant budgeted full or part-time bargaining unit positions shall be distributed via e-mail and available on the County intra/internet. Departments without access to electronic communications will receive a hard copy of the announcement for posting on employee bulletin boards. Employees interested in positions in specific classifications must follow the posting procedures. The filing period shall be a minimum of ten (10) working days unless otherwise agreed. Such notice shall include the classification, salary, description of the duties of the position, qualifications, knowledge, skills and abilities and selection process. Only qualified candidates who apply within the established filing period will receive consideration for such vacancies. When filling vacancies or promotional opportunities, the goal is to encourage growth and opportunity for advancement and to hire the most qualified candidate for the position.

**9.2 Classification Recruitments.** Recruitments may be conducted on a position-by-position basis or on a classification basis. Classification recruitments shall clearly specify that the recruitment may be used to fill future vacant positions. When a recruitment is conducted on a classification basis, the pool of qualified candidates may be used to fill multiple current and future vacancies within a classification for up to six (6) months from the final posting date or as otherwise provided by the appendices to this Agreement.

### **9.3 Promotional Opportunities.**

9.3.1 When, in the judgment of the Human Resources Department, sufficient candidates from within the County are qualified, available and interested, the recruitment may be restricted to internal candidates. Promotional recruitments may be further restricted to employees of a particular bargaining unit or department.

9.3.1.1 Vacant positions may be posted on a simultaneous or internal/external basis, based upon the following guidelines:

- a. All external applications will be collected directly by the Human Resources Department.
- b. The County shall first review and consider internal applications when reviewing the applicant pool.

9.3.2 Employees may apply for open recruitments and will receive consideration if they meet all required qualifications.

9.3.3 Except for Supervisor positions, when the selection decision is between external and internal candidates and the knowledge, skills, and abilities of the candidates are substantially equal, preference shall be granted to internal candidates, first within the Department, then within the bargaining unit, then other internal candidates.



9.3.4 Except for Supervisor positions, when the selection decision is between two (2) or more internal candidates within the bargaining unit who are entitled to preference under Section 9.3.2 in this Article bargaining unit seniority shall prevail where the qualifications, knowledge, skills and abilities of the candidates are substantially equal as long as the most senior employee is not under written corrective disciplinary action or a Performance Improvement Plan (PIP) within the last twelve (12) months.

**9.4 Posting Alternatives.** As an alternative to posting, the appointing authority may elect to fill positions by any of the following means. Only qualified employees may be appointed by these means.

9.4.1 **Transfers within or between classifications.** See Appendix A Section 5.0 or Appendix B, Section 3.0.

9.4.2 **Demotions.** Voluntary and involuntary (as provided in Article 19 in this Agreement) demotions may be made only to vacant and available positions. An employee who voluntarily demotes, and is under a Performance Improvement Plan (PIP), shall serve a probationary period of no more than three (3) months.

9.4.3 Transfers and demotions of a qualified employee as an alternative to layoff.

9.4.4 Through a bumping or displacement procedure prescribed by this Agreement.

9.4.5 Project/Temporary employees may be appointed without a competitive posting with consent of the department head only for the specific position that they held as a project/temporary employee and if they held that position for a minimum of six (6) months. Converted project/temporary positions that represent a promotional opportunity for regular employees may not be filled without a competitive posting.

9.4.6 By appointment of the incumbent of a position that has been reclassified (upwards, downwards or laterally) and who meets the criteria required to be continued in the position as provided by Article 8.2 in this Agreement.

9.4.7 When a position and incumbent are moved to another department or division through reorganization or other means.

9.4.8 To accommodate the transfer or demotion of an employee from another classification due to temporary or permanent disability.

9.4.9 To accommodate job sharing arrangements as provided by this Agreement.

9.4.10 By appointment of a laid off employee from a recall list.

9.4.11 By reinstatement of an employee who resigned from a position in the same classification and left in good standing within twelve (12) months prior to the reinstatement. However, reinstatement may not be used in lieu of promotional recruitments, that is, employees are only eligible for reinstatement to classifications typically recruited for from the outside. Employees who, pursuant to this provision are reinstated to their former classification within twelve (12) months of separation shall be entitled to bridge their seniority for all purposes except layoff. Their seniority date shall be considered the former date of hire, less the break in service.

## **ARTICLE 10. WORK HOURS**

**10.1 Employee Work Schedules.** Except as otherwise established by the appendices to this Agreement, the available work schedules shall be one of the following:

- a. Five (5) consecutive days of eight (8) consecutive hours, excluding lunch periods, followed by two (2) days off.
- b. Four (4) days of ten (10) hours, excluding lunch periods. Such 4-10 schedules shall provide a minimum of two (2) consecutive days off in each seven (7)-day workweek.
- c. Four (4) days of nine (9) hours and a day of four (4) hours, excluding lunch periods.
- d. Eight (8) days of nine (9) hours and one (1) day of eight (8) hours, excluding lunch periods, during a two (2) week period.
- e. Other alternative work schedules providing there are no inherent additional payroll costs to the County.

10.1.1 The County may continue to utilize schedules for which Saturday or Sunday is a regular work day for those work units which operate on a seven (7)-day basis and for those classifications for which one or more employees are currently working a shift which includes Saturday or Sunday. The extension of Saturday or Sunday shifts to new classifications or work units requires mutual agreement of the parties.

10.1.2 Except in cases of emergency or other unavoidable circumstances beyond the County's control, employees shall be notified in writing of permanent changes in the work schedule at least seven (7) days in advance of their effective date. Schedule changes made in non-emergency situations with less than seven (7) days' notice shall result in the payment of overtime for all work hours outside of the normal shift until the seven (7) day notice period has elapsed.

**10.2 Workday.** A workday shall begin between 6:00 AM and 9:00 AM at the employee's regularly assigned workstation unless an earlier or later starting time is established by the department.

### **10.3 Alternative Schedules and Changes.**

10.3.1 Employees or the County may propose alternative work schedules within the limits of a maximum forty (40) hour per week schedule and such schedules may be established by mutual agreement of the Union and the County. No work schedule is permitted which would result in the payment of overtime for hours worked during the regular work shift. This Section is intended to address long term or continuing schedule changes. If an employee requests an alternative work schedule, the County will consider the request and respond in writing with the approval or denial (including the reasons for the denial) within 30 calendar days of the request.

10.3.2 With advance approval of the appropriate level of management (as determined by the Department), employees may “flex” their schedules within a work week (a work week is defined as an employee’s regular work schedule as outlined in Section 10.1 of this Article), for example working a nine (9) hour day followed by a seven (7) hour day to accommodate personal or work situations or to balance a holiday work week as described in Article 14.3.1 in this Agreement. This Section is intended to address occasional or intermittent changes to the schedule.

**10.4 Meals and Breaks.** All employees shall have one (1) unpaid meal period at the approximate midpoint of each work shift of five (5) hours or more and two (2) paid rest periods of fifteen (15) minutes each, one (1) in each half of a full-time shift. An employee who normally receives a one half (½) hour meal period may request a one (1) hour meal period or vice versa. Employees may not forego a meal period to curtail the length of their working day.

## ARTICLE 11. OVERTIME

### 11.1 Work periods for Overtime Calculation.

11.1.1 **Work Periods for Overtime Calculation.** Except as provided below, the work week for overtime calculation shall be the period of seven (7) consecutive twenty-four (24) hour days beginning 12:00am Sunday and ending 11:59am Saturday. The daily work period shall be the period of twenty-four (24) consecutive hours commencing at 12:00am with the employee's scheduled start time on each scheduled day of work.

11.1.2 For a 9/80 schedule, the work week for overtime shall be the period of seven consecutive twenty-four (24) hour days beginning at the mid-point of the employee's shift on their "flex" day. The employee's flex day is the day that alternates between eight (8) hours one week and zero (0) hours the next week. The daily work period shall be the period of twenty-four (24) consecutive hours commencing at the same time each day that corresponds to the midpoint of their shift on their flex day.

11.1.3 An employee requested to come in to work prior to the regular starting time shall have the option of going home at the end of eight (8), nine (9) or ten (10) hours, being paid at the straight time rate, or working to the end of the regular shift with the additional time at overtime rates, provided the Supervisor does not have additional work that is necessary.

11.1.4 Employees may opt to temporarily flex their schedule with prior approval from the Supervisory/Manager. Flexing regularly scheduled hours shall not create an overtime payout.

**11.2 Compensation for Overtime.** Employees normally shall be compensated at one and one-half (1½) times their regular (as defined in Article 12.2.2 in this Agreement) rate of pay for hours worked in excess of forty (40) hours in a work week or in excess of their eight (8), nine (9), ten (10) hour or alternatively scheduled daily shift. Except as provided below, the calculation of time worked for overtime purposes shall include paid leave: holidays, floating holidays, vacation, sick leave and comp-time used. Overtime will be paid to the nearest quarter (1/4) hour.

11.2.1 In the case of employees who are on paid leave for a part of the work day and work outside of their regularly scheduled shift, the employee shall have the option of being paid for the additional hours at the straight time rate or reducing the amount of leave used. Employees must have prior approval from their Supervisor to flex their time or be compensated overtime.

11.2.2 Holiday time shall be counted as time worked only for the purposes of paying overtime for work outside of the regular schedule. Holiday hours paid for a holiday falling on the employee's day off, shall be paid at the straight time rate. For example, a Tuesday through Friday 4-10 employee shall receive eight (8) hours pay (or compensatory time pursuant to Section 11.2 in this Article) for a holiday which falls on Monday and shall thus be compensated for forty-eight (48) straight time hours for the week.

**11.3 Compensatory Time Option.** With authorization of the department and the employee, an employee may elect to be compensated for overtime or holiday work in the form of compensatory time off rather than pay. Such election must be made in advance, either on a standing or ad hoc basis. Either party may require that overtime be compensated in pay. Such compensatory time off may be accumulated to a maximum of eighty (80) hours. Unused compensatory time shall be paid off at the employee's regular rate at the time of termination or transfer to another department.

**11.4** All overtime must be authorized by the employee's Department Head or their authorized representative prior to being worked.

**11.5 Callback Pay.**

11.5.1 An employee who is called back to work after completion of their regular shift shall receive callback pay as provided herein.

- a. Unscheduled callback, regular workday: Two (2) hours plus time worked, all paid at time and one half (1-1/2).
- b. Unscheduled callback, on regular day off: Two (2) hours plus time worked, all paid at time and one half (1-1/2) with a minimum of two (2) hours (on time worked).
- c. Scheduled callbacks, regular workday: Time and one half (1-1/2) on hours worked, no minimum hours.
- d. Scheduled callbacks, regular day off: Minimum of two (2) hours at time and one half (1-1/2).

11.5.2 For the purposes of interpreting this Section, the following definitions apply.

- a. An unscheduled callback is defined as a requirement to return to work from off-duty and off-premises status with less than twelve (12) hours' notice. It excludes overtime which is an extension of the regular shift – “holdover” overtime. It includes overtime which occurs on the “front end” of the regular shift only if no notice is given – the employee is told to report for duty early with no advance notice. All other overtime and call-ins are considered scheduled.
- b. Regular workday callbacks are those which occur during the normal workweek – “between” the employees regularly scheduled workdays.

- c. Day off callbacks shall be considered to be those which occur after midnight following the last day of work in the work week and before the scheduled start time on the first day of the next work week. For example, for a Monday-Friday, 8:00 am– 5:00 pm employee, the qualifying period would be from midnight Friday to 8:00 AM Monday.
- d. “Minimum” pay is defined as a guarantee of a specified number of hours if the time worked on the callback is less than the guaranteed minimum. It is paid at the time and one half (1-½ times) rate.

**11.6 Assignment of Overtime.** Overtime assignments shall be based on policies and procedures established at the department level. The County will attempt to meet its overtime requirements on a voluntary basis. In the event there are insufficient volunteers to meet the requirements, the County may require the necessary employees to work. Overtime work that can be performed by either regular or temporary workers shall be offered first to regular employees.

**11.7 Holiday Work Premium.** Regular full-time and regular part-time employees who are required to work on a holiday shall be compensated in pay or compensatory time off at the rate of time and one half (1-½ times) for all hours worked. Individual employees who work on both the legal holiday and the day of its observance will receive the holiday work premium on either day but not both. As with overtime, the choice of compensatory time off requires approval of the employee and the department.

## **ARTICLE 12. COMPENSATION**

**12.1 Salary Schedule** Except as otherwise provided by this Agreement or its appendices, the salary schedules for employees covered by this Agreement shall consist of a salary range of a series of steps as shown in Exhibit "A" in this Agreement. Salary schedule increases shall be applied to each step of the range and the resulting ranges are attached as Exhibit "A" in this Agreement. All employees shall be paid at one of the steps in the range.

### **12.2 Hourly Basis and Calculation.**

12.2.1 Employees covered by this Agreement shall be paid on an hourly basis. The hourly salary for an employee's classification shall be as specified by this Agreement and the County Pay Plan. The employee's annual and monthly salary shall be calculated by multiplying the hourly rate by the hours scheduled to work (2080 per year and 173.33 per month for a full time employee). No use of the term "salary" in this Agreement shall be construed to require or allow employees to be treated as exempt or salaried employees under the FLSA.

12.2.2 **Hourly rate computation.** Employees' regular hourly rates shall include premium pay. The base rate shall exclude all other forms of compensation. Compensation while on paid leave shall include premium pay only if the employee was receiving the additional compensation immediately before and after the time off. All cash-outs of paid leave shall be paid at the employee's base hourly rate of pay.

12.2.3 Employees who work overtime while in a work-out-of-class shall be compensated at the time and one half (1-½) on the pay rate at the time of the assignment if the employee elects to receive pay for the time. If the employee elects CTO (per Article 11.3 in this Agreement), the premium pay will not be included when the time off is taken.

### **12.3 Salary Increases.**

12.3.1 Effective the January 1, 2022, the salary schedule shall be increased by two and two tenths percent (2.2%) as set forth in Exhibit A to this Agreement.

12.3.2 Effective January 1, 2023, the salary schedule shall be increased by two percent (2.0%) as set forth in Exhibit A to this Agreement.

12.3.3 Effective January 1, 2024, the salary schedule shall be increased by two percent (2.0%) as set forth in Exhibit A to this Agreement.

**12.4 Step Increases.** Employees shall normally be hired at the first step and shall be eligible for step increases after twelve (12) months at each step in the range. Unpaid leave of fifteen (15) days or more shall result in an adjustment to the eligibility date for the next step increase. Employees whose eligibility date falls between the first (1<sup>st</sup>) and the fifteenth (15<sup>th</sup>) of the month shall be eligible on the first (1<sup>st</sup>) day of the month. Employees whose eligibility date falls after the fifteenth (15<sup>th</sup>) of the month shall be eligible on the first (1<sup>st</sup>) day of the following month.



12.4.1 Step increases may be withheld or delayed based on disciplinary actions taken in the preceding six (6) months or unsatisfactory job performance. Such cause must be stipulated in writing and be presented to the employee at least thirty (30) days prior to the eligibility date. The employee must be informed as to why the step increase is being withheld, what action he/she must take to obtain the increase and the date on which the employee will next be eligible for consideration for a step increase. The employee's next eligibility date shall not be changed even though the increase may be withheld. Such step increase shall not be withheld or delayed for more than six (6) months.

**12.5 Promotional Increases.** An employee who is promoted shall be placed on the lowest step in the new range which results in an increase equivalent to approximately five percent (5%).

## **12.6 Other Pay Actions.**

12.6.1 **Transfers.** An employee who transfers to a new position within the same classification or to a lateral classification shall retain the same salary and step increase eligibility date.

12.6.2 **Demotions.** An employee who voluntarily demotes shall be placed at the step in the lower classification which most nearly approximates but does not exceed the rate which the employee received in the classification from which he or she is demoting. Such employee shall retain the step increase eligibility date he or she had in the higher classification. An employee who is involuntarily demoted shall be placed at the highest step within the range assigned to the lower classification which results in a decrease and such action shall result in a new eligibility date.

## **12.6.3 Reclassification.**

12.6.3.1 **Upward Reclassification.** For the purposes of this Section, upward reclassification describes those circumstances where an employee is found to be performing the duties of a higher classification and is distinct from realignments as addressed below. When an employee remains in a position, which is reclassified upward, including through Alternate Staffing, the employee's salary will be adjusted according to the promotional formula above. In addition, such employee shall not be required to serve a new probationary period.

12.6.3.2 **Downward Reclassification.** When an employee's classification is adjusted downward the employee will be placed at the highest step in the new range which does not exceed the former salary. If the former salary exceeds the top step in the new range, their wage rate shall be red-circled (frozen) for a period of twelve (12) months from the effective date of the reclassification or until such time as negotiated adjustments advance the top step of the range assigned to the lower classification to the point where it equals or exceeds the employee's red-circled rate – whichever occurs first. The employee shall then be placed at the top step of the range. The County and the Union may, by mutual agreement, decide on a different process by which to address red-circled employees.

**12.6.4 Realignment.** Realignment is the upward adjustment of the salary range of an entire classification based on internal or external compensation relationships. In the event of an upward realignment and except as noted below, employees will be placed at the step in the new range which equals or exceeds their former salary and will retain their current salary anniversary date. Employees who have been at the top step of the range for more than one (1) year will be placed at the first step in the new range which provides for the equivalent of a one (1) step increase and shall be eligible for additional step increases (if available) after twelve (12) months at the new step. Employees who have been at the top step of the range for less than one (1) year will be eligible for a step increase on their next anniversary date.

**12.6.5 Layoff.** Employees who demote or bump downward in lieu of layoff shall be placed at the highest step in the new range that is equal to or below their former salary. If the former salary exceeds the maximum of the new range, the employee shall be placed at the top step of the new range.

**12.6.6 Recall and Reinstatement.** When an employee is recalled from a layoff list (within twenty-four [24] months), or reinstated (within twelve [12] months) to their former classification, they shall be placed in the same step that they occupied at the time of separation. The eligibility date for the next increase shall reflect time served toward the next step increase prior to separation, e.g., an employee who terminated or was laid off and had three (3) months to go before the next increase shall have an eligibility date that is three (3) months after recall or reinstatement.

**12.7 Salary Anniversary Dates.** Each employee's anniversary date for step increase purposes shall be established based on the date on which the current step was attained, and the next date shall be based on the required number of months at that step. Anniversary dates shall be adjusted by the full amount of any unpaid leave of absence of fifteen (15) calendar days or longer except as otherwise required by law or this Agreement.

**12.7.1** For employees below the top step in the range, time served toward a step increase shall be credited by retaining the current salary anniversary date except in the following situations:

- a. Promotions resulting in a ten percent (10%) or more pay increase;
- b. Demotions or downward reclassifications to a step below the top step of the range of the lower classification;
- c. Re-employment.

**12.7.2** In each of the foregoing situations the employee shall receive a new salary anniversary date as of the date of the action and be eligible for a step increase after twelve (12) months provided he/she is below the top step of the range.

12.7.3 Employees who are promoted or reclassified upward and who have been at the top step of their former classification will receive a new anniversary date in all cases where they are placed at a step lower than the top step in a new range.

12.7.4 The following table indicates the effect of these provisions:

Action	Pay Increase	Employees Below Top Step before increase	Employees at Top Step before increase
Promotions and reclasses	Less than 10%	Retain SAD	New SAD if below top step in new range
Realignments	lateral exc for top step EE's	Retain SAD	If at top step more than 12 months, 5% increase, new SAD.  If less than 12 months, no increase, retain SAD
Promotions and reclasses	10% or more	New SAD	New SAD if below top step in new range

**12.8 Work Out of Classification.** An employee shall be eligible for work-out-of-classification (WOOC) pay when qualified and assigned to perform the essential functions of a position in a higher classification for one (1) full duty shift or more - eight (8), nine (9) or ten (10) hours - as applicable. For purposes of this Section, “essential functions” of the position are those duties which distinguish the higher level of work. Such assignments must be approved by the Division/Department head or their designee. WOOC assignments may be made only to a vacant position (or one which is temporarily vacant by virtue of the absence of the incumbent due to leave or training) or for special assignment.

12.8.1 When assigned to a position within any Clark County PROTEC17 bargaining unit, the employee shall receive a five percent (5%) increase over their regular rate, or the first step in the range of the higher classification, whichever is greater.

12.8.2 WOOC assignments to management or unrepresented positions or positions in other than PROTEC17 bargaining units shall be governed in all respects by County HR policies or applicable bargaining agreements.

**12.9 Meal Allowances.** Employees shall be eligible for a meal allowance of twelve dollars (\$12.00) after each four (4) consecutive hours of overtime worked contiguously with the regular shift or after eight (8) hours of overtime on a day off.

**12.10 Mileage Reimbursement.** Employees shall be entitled to mileage reimbursement for business miles authorized and driven in a personal vehicle at the IRS optional standard mileage rate allowance. The Finance Director shall periodically publish the reimbursement rate or as specified in appendices to this Agreement. The County’s Business Expense Reimbursement Policy follows the IRS guidelines for mileage reimbursement.

**12.11 Payroll** Employees shall be paid on the 10<sup>th</sup> and 25<sup>th</sup> of each month, reflecting actual hours worked and leave taken/earned for the preceding half month work period (1<sup>st</sup> to 15<sup>th</sup> and 16<sup>th</sup> to end of month). If payday falls on a Saturday, Sunday or holiday, paychecks shall be issued on the previous workday.

**12.12 Overpayments and Underpayments.**

12.12.1 The County shall correct the pay rate or amount of any form of compensation or benefit found to have been overpaid or underpaid. Underpayments by the County shall be paid to the employee in a single payment as soon as practicable.

12.12.2 Employees are legally required to return overpayments to the County. The repayments must be made by payroll deduction in order to correct and adjust the necessary tax payment and adjustments.

12.12.3 The following steps will be undertaken:

12.12.3.1 The County and employee will agree on a repayment schedule so as to not cause an undue burden on the employee. In most cases the repayment will occur over the same or fewer pay periods that the overpayment occurred. For example, an employee repaying the County for overpayment that occurred over six (6) pay periods would be entitled to repay the funds over six (6) pay periods. Employees are required to consent to the payroll deductions necessary to effect such repayments.

12.12.3.2 If agreement on a repayment schedule cannot be reached, the County may initiate a deduction not to exceed five percent (5%) of the employee's disposable earnings in a pay period other than the final pay period. The deduction shall continue until the overpayment is fully recouped.

12.12.4 Any outstanding overpayment that exists at the time of termination will be withheld from the final paycheck.

12.12.5 An employee may request a Union Representative attend any meeting scheduled to discuss the overpayment and repayment options.

12.12.6 Employees who receive excess compensation are expected to report the error to the County. Employees who knew or should have known of an overpayment and fail to report the matter are subject to appropriate corrective action.

**12.13 Shift Differential.** Employees whose regularly scheduled shift begins after 2:00 PM will receive a shift differential of one dollar and twenty-five cents (\$1.25) per hour. Such differential shall be paid on all hours worked on the shift plus observed holidays. It shall be included in payments for paid leave per Section 12.2.2 in this Article. Short-term assignments to other shifts of one (1) week or less or assignments made to accommodate an employee's personal situation do not qualify for shift differential.

## ARTICLE 13. VACATION

**13.1 Accrual Basis.** Employees shall accrue vacation beginning with the first day of employment but shall not be eligible to sell back or receive termination payoff until completion of six (6) months of service. New employees are generally not authorized use of vacation in the first six (6) months of employment but exceptions may be authorized by the department head or elected official.

13.1.1 No accrual shall occur during unpaid leave and vacation accrual will be pro-rated based on the number of hours in paid status. Regular part-time employees shall accrue vacation on a pro rata basis. Leave cannot be used until accrued and must be available in the employee's account before available for use; hours accrued in a pay period cannot be used in the same pay period.

### 13.2 Accrual Rates.

13.2.1(a) Regular full-time employees shall accrue vacation, until January 1, 2019, according to the following schedule:

Completed Years of Service	Hours per Pay Period	Hours per Year	Days per Year	Max
Start	3.34	80	10	NA
1	4.34	104	13	208
5	5.34	128	16	256
10	6.34	152	19	304
15	7.34	176	22	352
20	8.34	200	25	400
25	9.34	224	28	448
30	10.34	248	31	496

Actual accruals will be calculated by the HR/Payroll system and will be subject to rounding and payroll timing.

13.2.1(b) Effective January 1, 2019 regular full- time employees shall accrue vacation according to the following schedule:

Completed Years of Service	Hours per Pay Period	Hours per Year	Days per Year	Max
Start	3.34	80	10	NA
1	4.34	104	13	208
5	5.34	128	16	256
10	6.34	152	19	304
15	7.34	176	22	352
20	8.34	200	25	400
25	9.34	224	28	400
30	10.34	248	31	400

Actual accruals will be calculated by the HR/Payroll system and will be subject to rounding and payroll timing.

13.2.1.1 Effective January 1, 2019, employees who have vacation accrual amounts above the maximum four hundred (400) hours shall be grandfathered at a cap of four hundred and ninety-six (496) hours until the employee terminates employment, be it voluntary or involuntary.

**13.3 Maximum Accumulations.** Employees may accumulate vacation up to the maximum accrual rates listed in Section 13.2.1(a) within this Article until January 1, 2019. Effective January 1, 2019 employees may accumulate vacation up to the maximum accrual rates listed in Section 13.2.1(b) in this Article. When an employee has reached the maximum allowable accrual, future accruals will cease until such time as the balance allows for additional earnings.

13.3.1 Employees are responsible for monitoring their accruals and scheduling time off as necessary to preserve the ability to accrue vacation.

**13.4 Vacation Scheduling.** Employee requests for vacation leave shall normally be granted, provided the requested time off would not interfere with workload requirements and schedules. If requested by the employee, a vacation request which is denied will be accompanied by an explanation for denial. Response for time off request shall be in a timely manner.

13.4.1 Blackout dates for vacation scheduling will be permitted for unusual departmental situations. In such circumstances the department will first meet the Union through the Labor Management Committee and the Union will have input on the proposed black out schedule.

**13.5 Vacation Sell Back.** Employees may be eligible to sell back up to forty (40) vacation hours on or before December 31<sup>st</sup> annually. To be eligible to sell back vacation hours the employee must first have used at least forty (40) hours of vacation time during the next calendar year. This election is irrevocable.

To receive compensation in lieu of time off, the employee must submit a completed Request to Sell Vacation form to the Payroll Department on or before December 31<sup>st</sup> and this election would apply on January 1<sup>st</sup> the following year.

**13.6 Termination Payoff.** Upon termination of County employment with more than six (6) months of service an employee shall be paid for all accrued and unused vacation and comp-time at his or her final base hourly rate of pay. The termination payoff shall be based on the hourly rate of pay as of the last day of work. Employees may not elect to extend employment beyond the last day of work by using accumulated leave.

**13.7 Vacation Leave Donation Plan.** Employees may donate vacation to the sick leave account of another employee for the employee or for a covered family member suffering from an extended serious illness or injury as provided for by current County policy. Leave amounts shall be calculated based on the donor's hourly rate and credited to the receiving employee based on their hourly rate. The County shall, in its sole discretion, determine the eligibility of the employee or covered family member to receive donations and the means for apportionment of donated leave. Such determination shall be based on the severity of the illness or injury, length of service and the employee's performance and attendance record.

## ARTICLE 14. HOLIDAYS

**14.1 Observed Holidays.** The following days are recognized as legal paid holidays for which time off is to be granted:

New Year's Day – January 1<sup>st</sup>  
Martin Luther King's Birthday – Third Monday in January  
Presidents' Day – Third Monday in February  
Memorial Day – Last Monday in May  
Juneteenth – June 19<sup>th</sup>  
Independence Day – July 4<sup>th</sup>  
Labor Day – First Monday in September  
Veterans' Day – November 11<sup>th</sup>  
Thanksgiving Day – Fourth Thursday in November  
The day immediately following Thanksgiving Day  
Christmas Day – December 25<sup>th</sup>

14.1.1 Any of the above holidays which fall on a Saturday shall be observed on the previous Friday. Any of the above holidays which fall on a Sunday shall be observed on the following Monday.

14.1.2 Employees shall receive the same number of holidays regardless of work schedule. If the date of observance of a holiday that falls on an employee's day off, the employee shall receive an alternative day off during the pay period or as otherwise approved by their Supervisor, after discussion with the employee, or be paid for the holiday, but alternative day cannot trigger overtime pay; excluding provisions outlined in Article 11 within this Agreement. To be eligible for pay for a holiday, the employee must be in paid status on the scheduled workdays immediately before and after the holiday. Employees will not receive pay for holidays occurring during an unpaid leave of absence or after the last day of work in the case of termination. The first day of work for a new employee may not be the day of a holiday.

14.1.3 Holidays occurring during a period of leave with pay (vacation, sick leave, or other paid leave) shall be charged as a paid holiday leave and shall not be charged against paid leave.

**14.2 Floating Holidays.** Employees shall receive three (3) floating holidays per year. Floating holidays shall be credited on January 1<sup>st</sup> of each year.

14.2.1 Floating holidays must be used by the end of the year and may not be carried forward into the next calendar year.

14.2.2 Requests for use of floating holidays may be in increments of one-half (½) hour. Requests should comply with procedures outlined for the use of vacation except that departments may authorize shorter advance request requirements or less formal application procedures.



14.2.3 New employees shall receive a pro rata share of floating holiday hours at the rate of one-twelfth ( $\frac{1}{12}$ ) of the annual entitlement for each full month of service during the year. Employees who terminate during the year shall be entitled to cash out unused floating holiday hours based on the foregoing formula.

**14.3 Part Time and Variable Schedule Employees.** Part-time employees shall be credited with observed and floating holidays on a pro rata basis based upon the ratio of their assigned schedule to full-time employment.

14.3.1 Employees working a full time but irregular schedule such as a 4-10 or other alternative work schedule arrangement shall receive eight (8) hours of holiday leave for each observed or floating holiday. Full pay for the period may be obtained by charging additional leave, e.g. a 4-10 employee can use eight (8) hours of regular holiday time and two (2) hours of floating holiday time to receive full pay for a holiday falling on the day of a ten (10) hour shift or may take it as unpaid leave. To the extent that it is compatible with the business needs of the county, and with approval of department management, full pay for the period may be obtained by permitting employees to flex their schedules to “make up” the hours to a maximum of forty (40) hours per work week (overtime will not result from hours worked to earn the “make up” holiday hours). Employees must notify their Supervisor at least two (2) weeks in advance of their desire to flex their schedule during a work week in which a holiday may fall.

**14.4 Holiday Work Premium.** Regular full-time and regular part-time employees who are required to work on a holiday shall be compensated in pay or compensatory time off at the rate of time and one half ( $1\frac{1}{2}$ ) for all hours worked. Individual employees who work on both the legal holiday and the day of its observance will receive the holiday work premium on either day but not both. As with overtime, the choice of compensatory time off requires approval of the employee and the department.

## ARTICLE 15. SICK LEAVE

**15.1 Purpose.** Sick leave is provided to continue pay during illness or injury incapacitating the employee to perform their work, contagious disease whereby their attendance at work would create a direct threat to the health of fellow employees or the public, or as otherwise provided by law or this Article. The County and the Union agree that sick leave use is subject to certain conditions in accordance with the Washington State Sick Leave Act (RCW 49.46.210).

15.1.1 Use of sick leave is contingent upon following required reporting procedures and compliance with the purposes of sick leave. Employees who fail to call in according to procedures or fail to provide medical verification, if properly requested, may be charged unpaid time for the absence.

15.1.2 With management approval, earned vacation leave or accrued compensatory time may be used when accrued sick leave is not available for an absence necessitated by illness or injury.

**15.2 Sick Leave Accruals.** Full time employees covered by this Article shall accrue sick leave at the rate of eight (8) hours per month or ninety-six (96) hours per year. Sick leave may be accumulated up to a maximum rollover of twelve hundred (1200) hours.

15.2.1 Employees shall accrue sick leave based on paid hours.

15.2.2 No accrual shall occur during unpaid leave and sick leave accrual will be pro-rated based on the number of hours in paid status up to a maximum of the employee's full or part time schedule. Regular part-time employees shall accrue sick leave on a pro rata basis.

**15.3 Workers' Compensation Integration.** An employee may charge their sick leave account, or other accrued paid leave if their sick leave balance is exhausted for the difference between any compensation received from the Workers' Compensation Insurance and the employees' normal pay for injuries or illnesses covered by Workers' Compensation. The calculation shall be based on the difference between the employee's pay period compensation (rate times pay period hours) minus the benefits from Workers' Compensation. Employees may use accrued sick leave or other accrued leave for the first three (3) day waiting period for Time Loss benefits.

**15.4 Family Illness Usage.** Except as provided in Article 10.3.2 in this Agreement, employees may use sick leave in the event of an illness or injury in the employee's immediate family requiring the attendance of the employee. For the purposes of this Section, immediate family is defined as spouse, domestic partner subject to state law and County policy, dependent children incapable of self-care of the employee or their domestic partner provided the child resides in the home of the employee and the domestic partner, parents or the step/in-law equivalents and grandparents. Sick and/or unpaid leave may be allowed to care for such other relatives and in such circumstances as required by state and federal leave laws and administrative regulations.

**15.5 Medical and Dental Appointments.** Except as provided in Article 10.3.2 in this Agreement, sick leave will be allowed for doctor and dentist appointments for the employee or members of the employee's immediate family requiring the attendance of the employee. If the employee has used all of their sick leave, use of other accrued paid leave will be allowed. Employees shall make a reasonable effort to schedule these appointments to occur during off-duty hours or during the work day such that it causes the least disruption to the department. The Manager reserves the right to deny the request based on operational needs.

**15.6 Reporting and Approval Procedure.** Except as provided in Article 16.4 in this Agreement, employees unable to report for duty shall notify the County's designated representative in accordance with procedures and timelines established at the department level. Employees who know in advance that they will be utilizing sick leave for a particular purpose (e.g., dental or medical appointments, etc.) shall give notice of the dates of such leave as far in advance of the leave as is practicable, but employees shall take into consideration department needs and recognize that under normal circumstances a twenty-four (24) hour notification is reasonable. Employees who fail to notify the department of an absence are subject to disciplinary action for absence without leave.

**15.7 Medical Verification.** The County may require a physician's certification of the nature and duration of an employee's disability or absences from work for absences exceeding three (3) days, of an employee's ability to return to work, and/or of an employee's ability to continue the full performance of his or her duties.

**15.8 Attendance.** The parties agree that employee attendance is an important element of overall job performance, contribution to the organization and service to the community.

15.8.1 The parties also agree that the effective management of employee attendance should incorporate the following overall principles:

- Management is responsible for taking appropriate, corrective action when attendance falls below expectations in accordance with the Washington State Sick Leave Act and/or when they go into unpaid status (including progressive discipline as outlined in Article 19.2 in this Agreement),
- Time off taken under the auspices of Federal and State disability and family leave laws will not be considered as part of an assessment of employee attendance or a corrective action plan.

15.8.2 For the purposes of this Section, "attendance" refers only to absences due to illness or injury in accordance with the Washington State Sick Leave Act; and not to scheduled absences such as vacation, comp-time, floating holidays, bereavement leave, military leave, , industrial injury leave and jury duty.

**15.9 Sick Leave Payoff.** Employees who separate from County service via resignation or layoff with at least ten (10) years of service will be paid for accrued but unused sick leave at their base rate of pay according to the following formula:

Portion/tier of Accumulated hours	Percent payable	Maximum payout
900 to 1,200	75% of hours over 899	225
600 to 899	50% of hours over 599	150
300 to 599	25% of hours over 299	75
Total		450

For example, an employee earning fourteen dollars (\$14.00) per hour with a balance of twelve hundred (1200) hours would be paid for seventy-five percent (75%) of the top bank of three hundred (300) hours ( $1200-900 \times 75\% = 225$  hours), fifty percent (50%) of the next bank of three hundred (300) hours ( $900-600 \times 50\% = 150$  hours) and twenty five (25%) of the next bank ( $600-300 \times 25\% = 75$  hours) for a total of four hundred and fifty (450) hours or sixty-three hundred dollars (\$6,300.00). Employees with balances below three hundred (300) hours are not eligible for payoff.

## ARTICLE 16. OTHER LEAVES

**16.1 Bereavement and Funeral Leave.** A regular employee shall be granted up to three (3) workdays (maximum of twenty-four [24] hours) of paid bereavement leave at the time of a death in the employee's immediate family. Such employee shall be granted up to an additional two (2) days (maximum of sixteen [16] hours) of paid bereavement leave when air travel or one-way land travel of four (4) hours or longer is necessary. To be eligible for the additional one (1) or two (2) days (maximum eight [8] or sixteen [16] hours) paid leave, pre-authorization from the Department Director or designate is required. Bereavement leave shall be prorated based on FTE, and may be used consecutively or non-consecutively. Bereavement leave shall normally be used within two weeks (2) of the date of the death. Exceptions to the two (2)-week use provision will be considered on a case-by-case basis and requires Manager approval.

Bereavement leave may be used for qualifying family members in the case of imminent death but the total bereavement leave portion shall not exceed the three (3) or five (5) workday (maximum forty [40] hour) limitation. For the purposes of this Section, eligible family members are:

- a. the spouse, children, parents, brother, sister (or the step and in-law equivalents)
- b. the employee's grandparents, grandchildren, aunts and uncles
- c. the employee's domestic partner and children, parents, brother, sister (or the step and in-law equivalents) of the domestic partner (an Affidavit of Domestic Partnership must be on file in the HR-Benefits Department).
- d. other relatives living in the employee's household.

16.1.1 Bereavement leave in excess of the durations identified above or for other relatives may be granted with the approval of the Supervisor and charged to an employee's vacation, floating holiday, or compensatory time account.

16.1.2 Time off with pay for no more than three hours (3) of bereavement leave will be allowed for attending the funeral or memorial service of a County employee.

16.1.3 Employees may request, in writing, up to three (3) hours of bereavement leave for attending the funeral or memorial service of a County employee retiree with Supervisor consideration and approval.

**16.2 Military Leave.** The County shall abide by the provisions of Federal and State laws to provide military leave and reinstatement rights for employees. The provisions of the laws are defined under the Uniformed Services Employment and Reemployment Rights Act (USERRA), and Washington State Law RCW 38.40.060. Employee benefits will only continue for those months in which the employee is in a paid status the first working day of the month.

### **16.3 Civic Duty and Examination Leave.**

16.3.1 Leave with pay shall be granted as necessary to allow employees to serve as a member of a jury. Any compensation received by the employee for such duties, excluding mileage allowance and meal allowance, shall be waived, remitted to the County, or, in the alternative, the County shall pay the difference between the employee's regular salary and the fees received. When an employee is excused or dismissed from jury duty, he/she shall promptly notify the County. Employees may be required to report to work for any portion of their regularly scheduled shift during which they are not actually serving on a jury or waiting to be assigned to a panel of jurors.

16.3.2 Service as a witness, as a representative of the County, in matters arising from the course and scope of employment shall be considered on-duty time. Service as a witness or party to non-job-related matters shall be charged against the employee's vacation, floating holiday or comp time balance. Should the employee have no leave available then they shall be allowed to use unpaid leave.

16.3.3 Upon prior notice to their Supervisor, an employee shall be allowed paid work time to take examinations required for other positions within the County when the process occurs during the employee's normal work schedule. Testing offered and undertaken on a day off during non-work hours shall not be considered working hours for overtime calculation purposes.

**16.4 Serious Health Conditions, FMLA and Family Care Leave.** The County shall authorize leaves of absences to employees for qualifying circumstances, as specified in the Federal Family and Medical Leave Act (FMLA), the Washington Family Leave Law, the Family Care Act, this Agreement and other relevant statutes.

**16.4.1 Reporting Requirements.** Employees unable to report for duty shall notify the County's designated representative in accordance with procedures and timelines established at the department level. The employees requesting leave for a qualifying circumstance under this article must state why they are off work, the expected duration of the time off of work, and if the leave is to care for a family member the employee must identify which family member. In situations where an emergency arises the employee must notify the designated representative as soon as reasonably possible under the circumstances. For Family Care Leave the employee should provide as much advance notice of the need as possible. For FMLA leave, where possible, an employee should give thirty (30) calendar days advance notice of the need for leave; if thirty (30) calendar days advance notice is not possible the employee or the employee's designee shall request leave as soon as the employee knows of the need to be away from work.

**16.4.2 Family Care Leave.** Regular and part-time employees, who have accrued paid leave available and have a dependent covered under the Act with a qualified health condition, shall be eligible for Family Care Leave. An eligible employee is entitled to use accrued sick leave or other accrued paid time including Comp Time to care for a legal spouse, parent, parent-in-law, or grandparent of the employee who has a serious health condition or emergency condition, or to care for a child of the employee with a health condition that requires treatment or supervision if the child is either under eighteen years (18) of age or older but incapable of self-care because of mental or physical disability. Family Care Act leave that also qualifies for FMLA shall be counted concurrently. The duration of leave under the Family Care Act will continue as long as the employee has accrued paid time available and the family member has a qualified health condition.

**16.4.3 Family Medical Leave.** An FMLA eligible employee may take up to twelve (12) weeks of job protected leave from work because of a serious health condition, a family member's serious health condition, or for parental leave to care for a new born or newly adopted or placed child. Under FMLA, a family member is an employee's parent or person who acted as a parent, legal spouse, or a child who is either under age eighteen (18) or older and incapable of self-care because of a mental or physical disability. Unpaid leave shall be authorized only after the exhaustion of all other available paid leaves including Comp Time, except if the employee has applied and/or is receiving Washington Paid Family and Medical leave benefits (PFML). At the time of initial placement, parents of adopted children may use sick leave to care for the child under the same conditions granted natural parents. A birth mother's period of temporary pregnancy related disability shall not be deducted from the twelve (12) week FMLA leave entitlement. All other paid time including Comp Time used during FMLA leave shall be deducted from the twelve (12) week leave entitlement.

16.4.3.1 With agreement of the department, employees may work a reduced work schedule for up to two (2) months preceding and/or following the period of parental leave.

16.4.4 The County may require a physician's certification of the nature and duration of an employee's disability from work, of an employee's ability to return to work, and/or of an employee's ability to continue the full performance of the employee's duties.

**16.5 Workers' Compensation.** All employees are covered by the Washington State Workers' Compensation Act for injuries or illnesses received while at work for the County. An employee may charge their sick leave account, or other accrued paid leave if their sick leave balance is exhausted, for the difference between any compensation received from the Workers' Compensation Insurance and the employees' normal pay for injuries or illnesses covered by Workers' Compensation. The calculation shall be based on the difference between the employee's pay period compensation (rate times pay period hours) minus the benefits from Workers' Compensation. Employees may use accrued sick leave or other accrued leave for the first three (3) day waiting period for Time Loss benefits.

**16.6 Other Leaves of Absence.** Employees may request leaves of absence of up to twelve (12) months for educational reasons, Union business leave, or compelling personal circumstances. A minimum of two (2) years' service is required prior to requesting educational or personal leaves.

16.6.1 All requests for leaves of absence or extensions shall be submitted in writing to the department head or their designee and approved in advance of the effective date. Employees reporting to work at the end of an authorized leave of absence shall be employed in the same class held at the start of such leave of absence.

16.6.2 For unpaid leaves of fifteen (15) calendar days or more, salary anniversary and seniority shall be adjusted by the full amount of the unpaid leave. Absence without leave and failure to return from leave shall be treated as job abandonment or may be the basis for termination.

16.6.3 Paid leave taken prior to going on unpaid leave shall not be counted toward the twelve (12) month maximum. Unless otherwise authorized by the department head or applicable elected official and Human Resources, the employee must exhaust all applicable leave before going on unpaid status.

16.7 Mandatory Leave. The department may place an employee on an appropriate category of leave if it can be reasonably concluded that they cannot be permitted to work without risk to the health and safety of the employee, coworkers or the public.



## ARTICLE 17. INSURANCE

**17.1** The Multi-party Healthcare Committee will function under the provisions of the Memorandum of Understanding (Appendix D) and will make decisions regarding healthcare expenditures, and plans for medical and dental coverage for the plan years covered by this Agreement.

17.1.1 Except for provisions of this Article and the Appendix "D" in this Agreement, the County reserves the exclusive right to make any changes, reductions, modifications, deletions or improvements to be in compliance with any State and Federal laws. The County agrees to discuss any amendments with the Union prior to implementation.

**17.2 Eligibility.** Eligibility is defined below unless otherwise required by Federal or State law. The County agrees to make available to eligible employees and their dependents one (1) medical/dental plan. An employee may not be insured simultaneously as both an employee and as a dependent and dependents may be insured by only one (1) employee on the County provided plans.

17.2.1 Employees shall be eligible for medical insurance effective the first (1<sup>st</sup>) of the month following date of hire as long as the enrollment forms are received within thirty-one (31) calendar days from the date coverage is effective. Coverage will terminate at the end of the last day of the month in which employment ends, except as provided in Section 17.8 in this Agreement.

17.2.2 Dental coverage will begin the first (1<sup>st</sup>) of the month following ninety (90) calendar days of employment. Coverage will terminate at the end of the last day of the month in which employment ends, excepted as provided in Section 17.8 in this Agreement.

17.2.3 Part-time employees whose regular schedule calls for thirty (30) hours per week (.75 FTE) or more shall be eligible for the full County contribution.

17.2.3.1 Part-time employees whose regular schedule calls for twenty (20) – twenty-nine (29) (.5 - .749 FTE) hours per week shall be eligible for seventy percent (70%) of the County's contribution for the medical plan and dental plan selected by the employee. The employee shall contribute the amount above the County contribution

17.2.3.2 Temporary changes in work hours will not result in a change in benefits available or County contribution, unless the change in hours continues for three (3) consecutive months or more and then the change will be effective the first of the fourth (4<sup>th</sup>) consecutive month or unless otherwise required by Federal or State law. When the temporary change is anticipated to last longer than three (3) months, the change will become effective immediately on the first (1<sup>st</sup>) of the following month.

17.2.4 Project employees shall be eligible for the medical and dental plans and contributions shall be determined in the same manner as regular employees.

17.2.5 Eligible dependents include legal spouse, domestic partner, and dependent children, including the domestic partner's children who reside in the home up to age nineteen (19) or until age twenty-six (26) if a full-time student at an accredited school (unless otherwise required by Federal or State law). Employees adding a Domestic Partner must submit the required documentation to HR-Benefits.

17.2.6 **Qualified Family Status Changes.** Enrollment changes as a result of a qualified family status change will be provided in accordance with state or federal laws and County policy. Enrollment changes must be received by the County with the applicable documentation within thirty-one (31) calendar days (sixty [60] calendar days for newborns or children placed with the employee for adoption) and shall be effective the first (1<sup>st</sup>) of the month following the date of the qualifying event; except in the case of newborns and adoptions, coverage is effective on the date of birth or placement in the home. Enrollment changes must be received by the County with the applicable documentation within thirty-one (31) calendar days (sixty [60] calendar days for newborns or children placed for adoption) otherwise coverage cannot be obtained until the next open enrollment with coverage effective January 1<sup>st</sup> of the following year.

17.2.7 **Eligibility for coverage during unpaid leave.** Employees will have continuous coverage during an unpaid leave of absence if covered by Federal or State leave laws. Employees are responsible for paying their portion of the insurance premium if they are in unpaid status, except for individuals placed on unpaid administrative leave (i.e. suspension). For other unpaid leaves, any month in which the employee is in an unpaid status the first of the month and the unpaid leave has been thirty-one (31) continuous calendar days or longer, benefits will not be provided. Coverage will be reinstated effective the first of the month following the date of the employee's return to work; except for return from USERRA leaves and other applicable state and federal protected leaves.

17.2.8 For Recalled employees (within a twelve [12] month period) and employees returning from furlough, coverage is reinstated the first (1<sup>st</sup>) of the month following the date of re-employment, unless otherwise required by law.

### **17.3 Premiums.**

17.3.1 Premiums, plans, and cost distribution will be determined through the multi-party Healthcare Committee process as outlined on the Memorandum of Understanding included as Appendix D in this Agreement.

17.3.2 Waiver of Health Insurance (medical and dental). Employees may waive health insurance coverage and receive cash in lieu of coverage as follows:

17.3.2.1 Medical Coverage with proof of other group medical coverage. Full-time employees (thirty [30]+ hours or more per week) receive one hundred and thirty dollars (\$130.00) per month (sixty-five [\$65.00] per pay period); part-time employees (twenty [20] – twenty-nine [29] hours per week) receive ninety-one (\$91.00) per month (forty-five dollars and 50 cents [\$45.50] per pay period); job-share employees receive sixty-five (\$65.00) per month (thirty-two dollars and 50 cents [\$32.50] per pay period) if both job-share partners waive coverage.

17.3.2.2 Dental Coverage – proof of other coverage not required. Full-time employees receive twenty dollars (\$20.00) per month (ten dollars [\$10.00] per pay period); part-time employees receive fourteen dollars (\$14.00) per month (seven dollars [\$7.00] per pay period); and job-share employees receive ten dollars (\$10.00) per month (five dollars [\$5.00] per pay period) if both job-share partners waive coverage.

17.3.2.3 Employees who voluntarily enroll in the High Deductible Health Plan (HDHP) and Health Savings Account (HSA) shall receive a pay period contribution of twenty dollars and eighty-three cents (\$20.83) for single coverage or forty-one dollars and sixty-seven cents (\$41.67) for family coverage.

**17.4 Other than Medical and Dental Carrier and Coverage Changes.** The County retains the exclusive right to select plans and carriers for life insurance, long-term disability, or other County-provided benefits provided that the successor plan(s) shall provide substantially equal or better coverage than the existing plans. This section is not intended to apply to medical or dental plans, which are addressed in the Healthcare Committee Memorandum of Understanding.

**17.5 Open Enrollment.** The County agrees to provide annual open enrollment periods annually and/or beginning not less than thirty (30) days prior to any change in medical coverage. Such open enrollment periods shall be not less than two (2) weeks in duration.

**17.6 Life Insurance.** Effective on the first of the month following hire date, the County shall provide each employee a group term life insurance policy including accidental death and dismemberment coverage in the amount of twenty-five thousand dollars (\$25,000.00). Employee and/or dependent coverage shall be made available for employee purchase.

17.6.1 The County shall continue to make available through payroll deduction voluntary supplemental and dependent life insurance to employees, subject to individual evidence of insurability at such premium rates as are established by the carriers. The County will make every effort to negotiate the most effective rates.

**17.7 Long Term Disability Insurance.** The County shall provide each employee long-term disability insurance policy providing for pay continuation of sixty percent (60%) of salary with a sixty (60) day benefit waiting period and such other provisions as are provided by the plan document. Employees may also elect to purchase additional coverage under the Long Term Disability (LTD) Buy-Up plan and will be eligible to receive sixty-six and two-thirds percent (66 2/3 %) of their covered salary. Benefits are paid up to a maximum covered salary of fifteen thousand dollars (\$15,000) per month, (e.g. Sixty percent [60%] of seventy-five hundred dollars [\$7,500.00] month salary is forty-five hundred dollars [\$4,500.00]).

**17.8 Family and Paid Medical Paid Leave.** The County will offer Paid Family and Medical Leave in compliance with the Washington Paid Family and Medical Leave Program. The County will contribute to the Paid Family and Medical Program based upon the required amount to be contributed by Employers by Chapter 50A.04 RCW. The County shall deduct from the employee's wages the percent of premiums for the Paid Family and Medical Leave Program as permitted by RCW 50A.04.115(3)(b) and (c). Employees will be required to participate in the Paid Family and Medical Leave Program per RCW 50A.04.

**17.9 Continuation of Benefits.**

17.9.1 Pursuant to Federal or State law, Clark County employees and/or dependents that lose group health care coverage are eligible to continue participation in the group health plan for the time periods as defined under the Consolidated Omnibus Budget Reconciliation Act (COBRA). The affected employee and/or dependent are responsible for the cost of the coverage plus an administrative fee, if applicable.

17.9.2 County provided health benefits are continued during an approved leave of absence under family and medical leave, or other applicable Federal and State leave laws, or due to job related accident or illness. If the employee chooses not to return to work following an approved family and medical leave for reasons other than a continued serious health condition, the employee will be required to reimburse the County the amount if paid for the employee's health insurance premiums.

17.9.3 Medical and dental insurance will be continued for a period of up to six (6) months when an employee has a disabling condition and qualifies for full Long Term Disability benefits at the same level and under the same conditions as if the employee had continued to work. This provision will provide coverage after the employee has exhausted other programs for continued coverage such as Family Medical Leave.

17.9.4 Eligibility for insurance coverage for medical and dental insurance during other unpaid leaves will be in accordance with the federal COBRA program. Employees are not eligible for other insurance coverage during unpaid leaves of absence.

## ARTICLE 18. OTHER BENEFITS

**18.1 Retirement Plan.** The County participates in the Washington State Department of Retirement System. The County and eligible employees are required to contribute a percentage of compensable earnings as set by the State Legislature.

**18.2 Deferred Compensation Plans.** The County agrees to provide opportunities for regular and project employees to participate in an Internal Revenue Code Section 457 Deferred Compensation Plan. Contributions may be up to the allowable IRS maximum.

**18.3 Flexible Spending Accounts.** The County agrees to make available Dependent Care and Health Care Flexible Spending Accounts as long as allowed under federal law and as long as it does not impact the Federal Excise Tax.

**18.4 Employee Assistance Program.** The County agrees to make available an Employee Assistance Program (EAP) providing confidential counseling services to employees and their eligible dependents.

**18.5 Tuition Reimbursement.** The County shall reimburse an employee for the cost of tuition, registration, associated books and fees for any classes, seminars or conferences taken by an employee on the employee's own time which are directly related to the employee's current position and which, in the opinion of the County, will result in improved job performance. Prior approval from the Department Head and Human Resources is required and is subject to the availability of budgeted funds. For courses or training for which a grade is issued, the employee must attain a grade of "C" or better in order to receive reimbursement.

**18.6 Parking.** The County Campus Parking Management Plan represents the guidelines for parking within the downtown campus. Except as indicated herein, this Plan applies in its entirety. Exceptions to this plan are as noted below:

- a. Employees will be allowed replacement permit without charge if the need is due to no fault of the employee.
- b. Replacement permits will cost five dollars (\$5.00) per replacement.

Employees choosing to park in downtown campus, County-provided parking lots shall pay a monthly fee as shown in the schedule below labeled Current Fee. The County may increase the fee(s) up to the Maximum Fee over the life of the Agreement and the County agrees to provide a minimum of thirty-day notice prior to increasing the fee (s). The new Maximum Fee is shown below.

Category of Parking	Current Fee	Maximum Fee
General Access	\$22.00	\$23.00
Uncovered Reserved	\$38.50	\$40.25
Covered Reserved	\$55.00	\$57.50

18.6.1 As part of the County's Commute Trip Reduction efforts, the County will provide employees who commute via bus to and from work, with Hop cards equal to an adult local monthly pass for the term of this Agreement.

## **18.7 License and Certifications.**

18.7.1 The County shall reimburse or otherwise pay the cost of licenses or certifications which are required to maintain employment in the current classification or required to qualify for promotion to the next level in an alternately staffed job family, e.g. Real Property Appraiser I to II or Engineering Technician Assistant to Technician. This shall include cases where new requirements are established.

18.7.2 Costs for licenses or certificates that are 1) required to qualify for entry into the classification (meaning the employee must possess them to be hired), 2) desired or required for promotion to non-alternately staffed positions or 3) not viewed as cost-justified by the department, are the responsibility of the employee.

18.7.3 The appendices to this Agreement may categorize specific licensing and certification programs as they relate to this Section.

**18.8 Dues and Memberships.** Funding for or reimbursement of dues and membership shall be at the discretion of department heads and elected officials or as outlined in appendices to this Agreement.

## **ARTICLE 19. DISCIPLINE AND TERMINATION**

### **19.1 Probationary Periods.**

19.1.1 See Appendices A and B for length of probationary periods upon hire and promotion.

19.1.2 The County may discipline or discharge an employee at any time during an initial probationary period, with or without cause, and such discipline or discharge shall not be subject to appeal. Employees who fail a promotional probationary period shall be returned to their former classification, position and salary step.

**19.2 Disciplinary Actions.** Regular employees may be disciplined in the form of a documented verbal warning, written warning, suspension, demotion or discharge for just cause except that documented verbal warnings are not grievable. The County may issue documented verbal warnings but such documentation shall not be included in the employee's personnel file nor shall documented verbal warnings remain in effect for more than twelve (12) months. Prior to the issuance of a Performance Improvement Plan (PIP), the employee must receive a documented verbal warning regarding unsatisfactory performance. Grievances concerning written warnings may not be processed beyond Step 3 (Human Resources Director as the Board's designee for Labor Relations).

19.2.1 In the case of a suspension, demotion or discharge, the employee shall be provided a letter setting forth the reason(s) for such action and shall be entitled to respond to the reasons or recommended discipline before such action is taken. Employees are entitled to Union representation at such meetings.

19.2.2 Employees shall be given copies of all disciplinary letters or performance evaluations before placement of such material into their personnel file and will be required to acknowledge receipt in writing. The employee's signature shall not be construed as agreement or concurrence with the discipline or evaluation. Copies of written reprimands and any other disciplinary letters will be provided to the Union.

**19.3 Disciplinary Investigations and Meetings.** In disciplinary investigations, an employee shall be afforded all Constitutional rights customarily associated with the Weingarten and Loudermill cases. If an employee is suspended prior to or during an investigation, they shall be in a pay status pending outcome of the investigation and/or disciplinary action. Employees shall be advised of their right to Union representation during any investigatory interview or meeting which could reasonably be expected to lead to disciplinary action. Union representation is not required at non-investigatory meetings such as those conducted to notify the employee of disciplinary action being taken or imposed.

19.3.1 Except for emergent unavoidable circumstances, the Employer agrees to give at least twenty-four (24) hours; notice to the Union or Steward for representation at disciplinary meetings.

**19.4 Personnel Files.** Disciplinary materials at the level of a written warning or higher shall be maintained in the official personnel file of the employee. Access to personnel files shall be limited to the employee, their authorized representative, officials of the County who have a business need for the access or as required by public records and freedom of information laws at the federal or state level. Employees shall have the right to review their files after providing reasonable advance notice and shall have the right to attach reasonable materials in explanation of or rebuttal to adverse materials. Adverse materials shall not be placed in the personnel file without the knowledge of the employee. Written warnings shall be removed after two (2) years if there are no related problems.

## **19.5 Voluntary Termination Procedure.**

**19.5.1 Resignation.** Any employee desiring to terminate employment with the County in good standing shall present a letter of resignation at least two (2) calendar weeks prior to the effective date of termination. The date of resignation shall be the last day of work and leave payoffs shall be based on balances as of the date of termination. The letter of resignation shall indicate the effective date and the reason for the resignation. Employees who quit without adequate notice may be ineligible for future employment with the County. The Appointing Authority may waive the two (2) week notification period.

**19.5.2 Retirement.** Employees who intend to retire should provide a minimum of thirty (30) days written notice of retirement date.

### **19.5.3 Abandonment of Position.**

**19.5.3.1** An employee shall be considered to have resigned via abandonment of their position based on any of the following circumstances:

- a. Absence for three (3) consecutive days without notice or approval;
- b. Failure to return from a leave of absence following the last day of approved leave after three (3) consecutive days without notice or approval.

**19.5.3.2** Employees considered to have abandoned their positions will be terminated and the separation will be treated as a resignation without notice. In the event it was not the employee's intention to resign, absence without leave constitutes an adequate basis for discipline and an employee may be involuntarily terminated for action constituting abandonment of the position unless the failure to notify was clearly beyond the employee's control. The appointing authority will send a confirming notice to employees considered to have abandoned their positions.

**19.5.3.3** In the event a grievance concerning abandonment is pursued to arbitration, the Arbitrator's authority shall be limited to determining whether this Section was properly applied.



**19.6 Indemnification.** Clark County shall protect, defend, hold harmless and indemnify for any damages, including court ordered attorney's fees, all covered employees and their respective marital communities against any and all claims or causes of action which arise as a result of alleged acts or errors and omission occurring within the scope of their duties and responsibilities or employment with Clark County. The County may elect not to provide indemnification for acts not undertaken in good faith, acts of misconduct or if the employee fails to fully cooperate with the defense of such action. Legal representation services will be provided by the Prosecuting Attorney's Office or outside counsel at the discretion of the County.

## **ARTICLE 20. GRIEVANCE PROCEDURE**

### **20.1 Purpose and Scope.**

20.1.1 The purpose of this Grievance Procedure is to establish effective machinery for the fair, expeditious and orderly adjustment of grievances. Only matters involving the interpretation, application, enforcement or alleged violation of an express provision of this Agreement and appendices shall constitute a grievance.

20.1.2 The parties agree that every effort should be made to resolve grievances informally with the first level Supervisor or others, as appropriate, and to settle grievances at the lowest possible level. The grievant and/or the Union and the appropriate County representative shall meet, if necessary, to attempt to resolve the grievance at any step.

20.1.3 A grievance may move to any level in the grievance procedure by written mutual agreement of the parties.

**20.2 Filing and Processing Requirements.** A grievance may be brought under this procedure by one (1) or more aggrieved employees, with or without a Union representative, or by the Union as a class grievance (hereafter described as "the grievant"). No grievance shall be processed beyond Step 3 without Union concurrence and representation.

20.2.1 Disciplinary grievances shall be initially submitted at Step 2. Grievances concerning written warnings may not be processed beyond Step 3.

20.2.2 Class or class action grievances of bargaining unit wide application shall be initially submitted at Step 3. Class grievances are those which would potentially have application across departmental lines and/or apply to a large number of employees covered by this Agreement, for example, interpretation of overtime work periods.

20.2.3 A written grievance shall be signed and dated and indicate the step at which is being filed. Grievances not meeting the requirements of this Section shall not be considered officially filed or may not be moved to the next step until the missing information is provided, as applicable. Written grievances and responses shall address, at a minimum, the following points:

- a. The statement of the grievance/response and the facts upon which it is based;
- b. A statement of the specific provision(s) of the Agreement that is (are) the basis of the grievance/response;
- c. The manner in which the provision is purported to have been violated, misapplied or misinterpreted (or in which the provision supports the response);

- d. The date or dates on which the alleged violation, misinterpretation or misapplication occurred; and
- e. The specific remedy sought or offered.

### **20.3 Timelines.**

20.3.1 When computing deadlines under this Article, the day which triggers the deadline (contract violation, receipt of grievance, etc.) shall not be included. "Working days" means Monday through Friday, excluding holidays. Filing and response time limits shall be met by mailing, e-mail, delivery or facsimile transmission. Receipt shall be considered to be the date of actual receipt. The time limits prescribed herein may be waived or extended by mutual agreement, in writing, by the aggrieved employee, or the Union in a class grievance, and the appropriate County representative at each step.

20.3.2 A grievance not brought within the time limit prescribed for every step shall be considered settled on the basis of the last decision received by the grievant or the Union. A grievance or complaint not responded to by the County representative may be moved to the next step in the procedure.

### **20.4 Steps.**

20.4.1 **Step 1.** If unable to resolve the grievance informally with the immediate Supervisor, the grievant shall present the grievance in writing to his/her immediate Manager (defined as the first level of management not included in the bargaining unit or as otherwise designated by the department head or elected official). The grievance must be filed within ten (10) working days of the occurrence of the grievance or the date the grievant knew or should have known of its occurrence or the date of conclusion of informal resolution attempts. Copies of the grievance shall be filed with the department head or elected official and Human Resources. The immediate Manager must respond in writing within ten (10) working days.

20.4.2 **Step 2.** If the grievance is not resolved at Step 1, the aggrieved employee or the Union shall submit the written grievance to the department head or elected official within ten (10) working days, following the Manager's response. The department head or elected official or their designee shall respond in writing to this grievance within ten (10) working days.

20.4.3 **Step 3.** If the grievance is not resolved at Step 2, the employee or Union shall submit the written grievance to the Human Resources Director as the Board's designee for Labor Relations within ten (10) working days of receipt of the department head or elected official's response. The Human Resources Director shall respond in writing to this grievance within ten (10) working days.

**20.4.4 Step 4.** If the grievance has not been resolved, the Union may refer the dispute to final and binding arbitration. The Union shall notify the County in writing, of submission to arbitration within ten (10) working days after receipt of the County's written response in Step 3 above.

**20.4.5** The above steps shall include meetings between the parties at the request of either party to facilitate resolution of the grievance.

**20.5** The Union and the County shall endeavor to mutually agree upon an Arbitrator. If a mutually acceptable Arbitrator cannot be determined, the Union requesting arbitration shall request a list of eleven (11) qualified neutrals (or as many as are available) from the Federal Mediation and Conciliation Service (FMCS) who shall reside in Oregon and Washington and be members of the National Academy of Arbitrators. Each party shall have the right to reject one panel in its entirety and request that a new panel be submitted. Within ten (10) working days after receipt of the list, the parties shall alternately strike the names on the list, and the remaining name shall be the Arbitrator. The first strike shall be made by the Union. As an alternative to requesting lists and striking names, the Union and the County may agree to use the services of a particular Arbitrator.

**20.6** The Arbitrator shall have the power to issue and enforce subpoenas in accordance with Chapter 7.04 RCW. The Arbitrator shall not have the power to add to, subtract from, or modify the provisions of this Agreement in arriving at a decision of the issue or issues presented, and shall confine their decision solely to the interpretation, application, or enforcement of this Agreement. The Arbitrator shall confine themselves to the issues submitted for arbitration, and shall have no authority to determine any other issues not so submitted to them. The decision of the Arbitrator shall be submitted within thirty (30) days and shall be final and binding upon the employees, Union and County. The Arbitrator's decision shall be in writing and within the scope and terms of this Agreement.

**20.7** Each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim transcript of the proceedings, it shall pay the costs of the court reporter and of the Arbitrator's copy of the transcript. Should both parties desire a copy of the transcript, they shall share the costs of the court reporter and of the Arbitrator's copy of the transcript. The losing party shall bear the fees and expenses of the Arbitrator.

**20.8** It is agreed that the grievance procedure is intended to be the exclusive remedy for resolving contractual disputes that may arise out of the interpretation or application of this Collective Bargaining Agreement, and that taking an issue to arbitration shall constitute a waiver of the right of the Union to litigate the subject matter in any other forum. However, this Agreement shall not constitute a waiver of the right to the individual employee to litigate the subject matter in any other form.

**20.9 Mediation.** As an alternative or supplement to the grievance procedure, or for such other purposes as the parties may mutually determine, the parties may invoke a mediation process to resolve grievances or other issues between them as provided herein. As contemplated by this Section, mediation involves the use of a third party, to serve as a Mediator, using contemporary mediation techniques. A decision to utilize a Mediator shall be voluntary by both parties and subject to the following understandings:

20.9.1 The Mediator shall be a mutually acceptable PERC staff representative, or in the alternative, the parties may share equally the cost of employing a fee-based professional Mediator. The parties may choose to strike names from a list, employ a standing panel or select on a case-by-case basis.

20.9.2 If the parties agree to enter into mediation, the Mediator shall attempt to assist the parties in achieving a voluntary resolution. The Mediator will not have the authority to force either party to accept a particular resolution. If the parties are unable to reach **resolution**, the Mediator, **if the parties mutually agree**, may be requested to offer a bench opinion.

20.9.3 Settlement discussions by the parties during mediation may not be introduced during any subsequent arbitration or PERC proceedings, nor may the comments by the Mediator be referenced.

## ARTICLE 21. DEFINITIONS

**Absence without Leave** or Absence without approval or implied consent. Consent may be implied when the employee follows management's established practice for requesting leave.

**Demotion** - Appointment of an employee to a job classification with a lower maximum top step salary.

**Full Time or Full Time Employee** - A normal work schedule of forty (40) hours per week on a continuing basis.

**Higher Classification** - A classification with a higher maximum base wage rate.

**Homogeneous Classification Series** - A classification series, or job family, consisting of related job functions and multiple pay levels with increasing tasks, complexity and independence. The Appraisers Unit consists of two (2) job families. One (1) job family contains the following titles: Industrial Appraiser, Commercial Appraiser Specialist, Current Use Appraiser, Sales Analyst Statistician and Real Property Appraiser I-IV. The second job family includes the Personal Property Appraiser II-IV. For the Purposes of the Engineers bargaining unit the homogeneous job families include: Engineer III to Engineer II/I, Senior Engineering Technician to Engineering Technician or Assistant, Utility Coordinator to Senior Engineering Technician, Engineering Technician to Engineering Assistant. Employees having completed the probationary period in any one of the job family levels are considered to have completed the probationary period in any of the lower-level classifications in the family.

**Lateral Classification** - A classification with an identical maximum base wage rate.

**Lateral Transfer** - Appointment to a position in a lateral classification or between positions in the same classification.

**Lower Classification** - A classification with a lower maximum base wage rate.

**Part-Time** - A normal work schedule of fewer than forty (40) hours per week.

**Promotion** - Appointment of an employee to a position in a higher classification with a higher maximum top step of base wage rate.

**Realignment** - An adjustment to the salary range of an entire classification

**Recall** - The reappointment of a laid off employee from a recall list following layoff or the offering of a position through the recall procedure.

**Reclassification** - A change of a regular budgeted position from one job classification to another (including new classifications) and/or the resulting action on the incumbent employee. (As distinguished from promotion when an employee promotes from one existing position to another existing position).

- a. Reclassification of a job may be appropriate when the duties, responsibilities, scope of work and other job factors change to such an extent that the classification to which it had been assigned no longer adequately describes the work. Changes to a job not warranting a reclassification include increased volume of the same level work, duties not previously assigned but within the same classification, enhanced technological tools to perform current duties, or longevity.
- b. Changes to jobs which may necessitate changes in classification can occur instantly, such as when there is a planned reorganization within a work unit or department or over time from gradual changes in the scope of duties or authority of a position.

**Reemployment** - The rehire of a regular employee after more than one (1) year of separation or to a classification other than that from which the employee terminated. Employees may only be reemployed by applying through normal competitive selection processes however employees who return to County employment within twenty-four (24) months of separation shall be entitled to bridge their service for vacation accrual purposes only.

**Reinstatement** - The rehire of an employee in their former classification pursuant to Article 9.4.11 of this Agreement within one (1) year of termination.

**Rehire** - The return to employment with Clark County through reemployment, reinstatement, or by appointment of a laid off employee to a vacant position for which they are qualified but have no recall rights based on the following:

- a. **Reemployment** - The rehire of a regular employee after more than one (1) year of separation or to a classification other than that from which the employee terminated. Employees may only be reemployed by applying through normal competitive selection processes. However employees who return to County employment within two (2) years of separation shall be entitled to bridge their service for PTO or vacation accrual purposes only.
- b. **Reinstatement** - The rehire of an employee in their former classification pursuant to Article 9.4.11 of this Agreement within one (1) year of termination.

**Regular Employee** - An employee who is in a regular budgeted position.

**Salary** - The employee's rate of pay, whether expressed as an hourly or monthly figure. (See Article 12 in this Agreement for computation and discussion of hourly versus salaried treatment).

**Salary Anniversary Date or Review Date** - The date as specified by this Agreement upon which an employee is eligible for a step increase within their range.

**Service or Continuous Service** - An employee's length of continuous employment with the County since their most recent date of hire as a full-time or part-time employee in a regular budgeted position. Seniority may be defined based on time in the County, Department, bargaining unit or job classification as provided by this Agreement.

**Temporary Worker** - A worker contracted on a limited term basis.

**Vacant and Available Positions** - Those regular and funded positions which management has determined will be filled.



## **ARTICLE 22. SUBSTANCE ABUSE FREE WORKPLACE**

**22.1 Statement of Principle.** The County and the Union, in keeping with the provisions of the Drug-Free Workplaces Act of 1988, are committed to providing and maintaining a substance abuse-free working environment for the safety, physical and mental health of all employees and the public whom we serve.

Any unlawful manufacture, distribution, dispensation, possession, use or working under the influence of an illegal drug or controlled substance in or on any County facility, vehicle or while on County business is strictly prohibited. Consumption of alcohol is prohibited for employees while on duty (including any breaks, lunches, etc.) or while in a designated "on-call" status or two (2) hours following an accident or incident (unless a breath alcohol test has already been performed).

Clark County has established a drug awareness program which includes, but is not limited to, the following confidential employee services:

1. Drug counseling and rehabilitation available through the County's medical insurance plans
2. Employee Assistance Program (EAP) that may assist in counseling employees with substance/alcohol abuse problems
3. Clark County Dept. of Community Services: Alcohol and Drug Services Program

Any employee found to be in violation of the County's Substance Abuse Free Workplace Policy will be subject to a requirement to participate satisfactorily in an abuse assistance or rehabilitation program approved for such purposes by a federal, state, local health, or appropriate agency approved by Clark County, and/or appropriate disciplinary action up to and including termination.

**22.2 Covered Classifications.** All classifications within the Union bargaining unit are covered by this Article.

### **22.3 Drug or Alcohol Tests Required.**

**22.3.1 Post Incident.** Commercial Driver's License (CLD) – Drivers (Job Required).

1. Accident occurs that involves a fatality, even if operating a Non-CDL vehicle, on or off County time and property; when operating a County vehicle.
2. Accident occurs and employee is cited and vehicle requires towing or medical attention away from the accident; even if the employee is in a Non-CDL vehicle; on or off County time and property, when operating a County vehicle.

**22.3.2 Reasonable Suspicion.** Reasonable suspicion applies to all employees, including employees without a driver's license, with a driver's license and employees maintaining a Commercial Driver's License (CDL) as a part of their job requirement. Reasonable suspicion can include:

1. Direct observation of drug use or possession.
2. Direct observation of the physical symptoms of being under the influence of a drug or alcohol, such as motor functions or speech, odor, abnormal conduct or erratic behavior.
3. Arrest for a drug related offense.
4. Information that is provided by a reliable and credible source and has been independently corroborated.
5. Evidence that the employee tampered with a previous drug test.
6. The opinion of a medical/substance abuse/chemical dependency professional employed at the worksite that an employee is using illegal controlled substances or under the influence of alcohol.
7. An on-the-job accident where it is believed a controlled substance or alcohol use has been a contributing factor in an employee injury or fatality or where the employee is cited and the vehicle requires towing or medical attention away from the accident.

a. **Reasonable Suspicion Procedure.** The Supervisor will request another Supervisor's (management and/or Human Resource Representative's) opinion and acknowledgment (both Supervisors must agree) prior to requesting an employee to take a reasonable suspicion drug/alcohol test. After confirmation of observance occurs, the employee shall be informed of their right to Union representation. Union representation will be expected to arrive at the scene within fifteen (15) minutes of the notification to the employee; or in an emergent circumstance this representation be accessed via telephone. This will not be construed as an opportunity for an employee to delay testing. Employees will be sequestered into a private area, if at all possible. Employees may not use tobacco products once they have been informed that reasonable suspicion has been observed until after the test has been completed.

Employees may not operate County motor vehicles or equipment after being notified that a reasonable suspicion test is warranted. Additionally, employees believed to be under the influence or impaired for any reason shall be tested at the job site, collector's office or medical facility (transportation, if necessary, will be provided). Following the testing, the employee will be transported home via a local cab company, at the County's expense, or provided the opportunity to contact a non-duty-employee or non-employee for a ride. The employee will be informed that the law enforcement authorities shall be notified of their vehicle license number if the employee insists on driving. In no case will a Supervisor or other on-duty employee transport the employee. If the test results are not immediate, the employee will be placed on Paid Administrative Leave until the test results are received.

**22.3.3 Refusal to Test.** Refusing or failing to submit an adequate specimen for drug or alcohol testing or specimen tampering during specimen collection, as defined by the Medical Review Officer (MRO), will be treated as if the employee has tested positive. The employee will be evaluated by a Substance Abuse Professional (SAP) or Chemical Dependency Professional (CDP) and will be subject to discipline up to and including immediate termination.

**22.3.4 Refusal to submit to a test includes:**

- Refusal to take a drug or alcohol test.
- Tampering with or attempting to adulterate the specimen or collection procedure.
- Not reporting to the collection site in the time allotted, or
- Leaving the scene of an accident or incident without a valid reason before testing.

**22.3.5 Providing False Information.** Any employee providing false information will be treated as if they have tested positive, be evaluated by a SAP or CDP, and will be subject to discipline up to and including immediate termination.

**22.4 Drug/Alcohol Testing Processes.** Drug and alcohol testing shall be conducted in strict accordance with federal regulations to ensure accuracy, reliability, and confidentiality. Testing records and results will be released only to those authorized by the federal drug and alcohol testing rules to receive such information. Clark County will make every appropriate effort to protect the employee's privacy and dignity during the sample collection, testing and notification process.

**22.4.1 Drug Testing.** Specimen collection for drug testing will conform to controlled certified laboratory standards to maintain documented chain of custody and assure sample reliability. Testing for drugs will be conducted at the job site, collector's office or medical facility. The specific procedure used for testing is as follows:

- The collection site personnel will obtain the appropriate urine custody and control forms and inspect the collection room.
- The donor will be asked to present picture identification to the collection site person.
- The donor will check belongings and remove unnecessary outer garments.
- Donor will wash hands, take the collection cup and enter the privacy enclosure to collect at least forty-five (45) milliliters of specimen unobserved.
- The collection site person records the temperature of the specimen.

- The specimen will be split into two (2) bottles.
- Both bottles will be labeled and sealed in front of the donor.
- The custody control form will be completed, transferring custody from the donor to the collection site person.
- The split specimen will be placed in secure storage until shipped for analysis.

The integrity of the testing process is ensured through a variety of methods. The collection site is secured when not in use, access to the site is restricted during specimen collection, water sources are controlled to discourage specimen adulteration, trained site collection personnel carefully follow prescribed procedures, specimens are labeled and sealed in front of the donor, chain of custody forms are used, specimens are left in locked storage, and the laboratories used for analysis must meet strict standards to be certified by the U.S. Department of Health and Human Services.

The initial drug screen shall use the Immunoassay (EMIT) process and the confirmatory test will be by gas chromatography/mass spectrometry. The drug testing results will be reviewed and positive tests interpreted by the MRO. The following tests and positive test levels shall be used:

Initial test analyte	Initial test cutoff concentration	Confirmatory test analyte	Confirmatory test cutoff concentration
Marijuana metabolites.....	50 g/mL.....	THCA <sup>1</sup> .....	15 ng/mL
Cocaine metabolites.....	150 ng/mL.....	Benzoylcegonine.....	100 ng/mL
Opiate metabolites			
Codeine/Morphine <sup>2</sup> .....	2000 ng/mL.....	Codeine .....	2000 ng/mL
		Morphine.....	2000 ng/mL
6-Acetylmorphine.....	10 ng/mL.....	6-Acetylmorphine.....	10 ng/mL
Phencyclidine.....	25 ng/mL.....	Phencyclidine.....	25 ng/mL
Amphetamines <sup>3</sup>			
AMP/MAMP <sup>4</sup> .....	500 ng/mL.....	Amphetamine.....	250 ng/mL
		Methamphetamine <sup>5</sup> .....	250 ng/mL
MDMA <sup>6</sup> .....	500 ng/mL.....	MDMA.....	250 ng/mL
		MDA <sup>7</sup> .....	250 ng/mL
		MDEA <sup>8</sup> .....	250 ng/mL

<sup>1</sup> Delta-9-tetrahydrocannabinol-9-carboxylic acid (THCA).

<sup>2</sup> Morphine is the target analyte for codeine/morphine testing.

<sup>3</sup> Either a single initial test kit or multiple initial test kits may be used provided the single test kit detects each target analyte independently at the specified cutoff.

<sup>4</sup> Methamphetamine is the target analyte for amphetamine/methamphetamine testing.

<sup>5</sup> To be reported positive for methamphetamine, a specimen must also contain amphetamine at a concentration equal to or greater than 100 ng/mL.

<sup>6</sup> Methylenedioxymethamphetamine (MDMA).

<sup>7</sup> Methylenedioxyamphetamine (MDA).

<sup>8</sup> Methylenedioxyethylamphetamine (MDEA).

**22.4.2 Alcohol Testing.** The alcohol test will be performed using an Evidential Breath Testing (EBT) device that is approved by the National Highway Traffic Safety Administration (NHTSA) and administered by a trained Breath Alcohol Technician (BAT).

The alcohol testing process will consist of the following steps:

- Upon arrival, the employee will be shown to the testing site. The site will afford the employee privacy during the process.
- The employee will provide picture identification to the BAT for inspection.
- The BAT will explain the test process and will, with the employee, complete the Alcohol Testing Form.
- The BAT will open a sealed disposable mouthpiece in view of the employee and attach it to the EBT device for a screening test.
- The employee will blow forcefully into the mouthpiece and be shown the result.
- If the test result is less than .04 (Non-CDL and .02 CDL) the test will be recorded as negative.
- If the initial test indicates an alcohol concentration of .04 (Non-CDL and .02 CDL) or greater, a second confirmatory test will be conducted at least fifteen (15) minutes, but not more than thirty (30) minutes, after the initial test.
- Before the confirmatory test is conducted, the BAT shall conduct an airblank test which must read 0.00 to proceed.
- The confirmatory test will be conducted using the same screening procedures as the screening test with the exception of the post-test airblank.
- If the test results are not identical, the result of the confirmatory test is considered to be the final result.

The integrity of the alcohol testing process is ensured through the external calibration checks required on the EBT device, the security of the testing site and EBT device, and the strict testing procedures required to produce a valid test.

## **22.5 Positive Test Results.**

An employee who tested .04 (Non-CDL or .02 CDL) or greater for alcohol or fails to pass a drug test will be removed from the performance of their job, and evaluated by a substance abuse professional. An employee may substitute any available PTO (in accordance with Appendix E to this Agreement), vacation, floating holiday or comp time for the non-pay status.

An employee who tests positive for illegal drugs or controlled substances will be removed from the performance of their job, and evaluated by a Substance Abuse Professional (SAP) or Chemical Dependency Professional (CDP) (Non-CDL). The employee will not be allowed to return to work until recommendation to return to work is made by the SAP or CDP.

An employee who tests positive for drugs shall have the right to challenge the accuracy of the test results. The employee may request that the original sample be analyzed again. Such request must be made within seventy-two (72) hours of when the MRO made the employee aware of the original test results.

## **22.6 Pay Status.**

If an employee is removed from their job prior to receipt of results of a drug/alcohol test or during an investigation involving drug or alcohol use, they shall be in a pay status pending outcome of the investigation. Employees shall be advised of their right to Union representation during any investigatory interview or meeting which could reasonably be expected to lead to disciplinary action.

Employees who are in a recognized treatment program for a drug or alcohol problem may apply for FMLA and use available sick leave, floating holiday, accrued vacation or comp time for counseling and treatment.

## **22.7 Return to Duty and Follow-up Testing.**

An employee who tests positive for an illegal drug, controlled substance and/or alcohol will generally be allowed to return to duty following compliance with all treatment recommendations and receipt of evaluation noting employee's ability to return to work from the SAP or CDP. Employees will have a meeting with their Manager, Union representation before returning to work and may be subject to discipline up to and including termination. Employees who test positive a second time for an illegal drug, controlled substance or alcohol or who fail to comply with treatment requirements (as determined by the SAP or CDP) are subject to immediate termination.

Follow up testing will be conducted when an individual who has violated the prohibited substance abuse conduct standards returns to work. Follow-up tests are unannounced and will be conducted as recommended by the SAP or CDP. Follow-up testing of CDL drivers must conform to DOT standards. Employees testing positive during the follow-up testing period are subject to discipline up to and including immediate termination.

## **22.8 Employee Rights and Responsibilities.**

The County will keep confidential all testing results.

If at any point the results of the testing procedures specified in Section 22.4 (Drug/Alcohol Testing Processes) of this Article are negative, all further testing shall be discontinued. The employee will be provided a copy of the results, and all other copies of the results (including the original) will be maintained in the Human Resources Department.

Prior to participating in the mandatory testing process, employees who voluntarily seek assistance concerning a drug or alcohol problem shall not be disciplined by the County and will be immediately referred to the County's EAP. Employees may not return to work until they provide a release from a Substance Abuse Professional (SAP) or Chemical Dependency Professional (CDP). Employees may use available sick leave, floating holiday, accrued vacation or comp time for counseling and treatment.

An employee not designated "on-call" and requested to report to work shall inform their Supervisor of any inability to work due to the consumption of alcohol or drugs which may impair the employee's ability to safely perform their job. Under this Section, an employee will not be subject to discipline for advising the employee's Supervisor of their inability to work.

All employees who must use a prescription drug that causes or results in adverse side effects (e.g., drowsiness or impaired reflexes or reaction time) shall inform their Supervisor that they are taking such medication according to the advice of a physician. Employees are not required to notify their Supervisor of the name of the medication, only that they are taking a medication that causes adverse side effects. If the prescription drug use could cause productivity or safety problems, a Supervisor may grant the employee sick leave or temporarily assign the employee different duties, if available.

Employees are required, in compliance with this Substance Abuse Free Workplace Policy, to notify the County of any criminal statute conviction for a substance abuse related violation occurring in the workplace no later than five (5) working days after such conviction.

## **22.9 Education and Training.**

All Supervisors and first level Managers will be required to attend a training course which will cover this policy, the effects of illegal drugs, controlled substances and/or alcohol abuse in the workplace, behavioral symptoms of being under the influence of drugs and alcohol, and rehabilitation services available. Union shop stewards will be invited to attend the above training. Employees attending the training will be on paid status. Refresher courses will be offered periodically and will also be on paid status.

All employees will receive a copy of this Section, informational materials about the effects of controlled substances/alcohol in the workplace and rehabilitation services available.

## **22.10 Record Retention.**

The drug and alcohol records will be maintained in the Human Resources department in a secure location with controlled access, in accordance with HIPAA guidelines. The following records shall be maintained for five (5) years:

- Records of alcohol test results indicating an alcohol concentration of .04 (.02 for CDL only) or greater.
- Records of verified positive drug test results.

- Documentation of refusal to take a required alcohol/drug tests.
- Drug and Alcohol related evaluations and referrals.

Records of negative and canceled drug tests and alcohol test results with a concentration of less than .04 (Non-CDL) shall be expunged immediately unless following a valid positive test and in that case subject to the same retention as the positive test. CDL Only – Records of negative and cancelled drug tests and alcohol test results with a concentration of less than .02 shall be maintained for a minimum of one (1) year.

The County shall provide copies of these records to other employers when former County employees have applied for employment with those employers and have written and signed a release form authorizing the County to release such information.

### **22.11 Laws & Regulations**

Should the federal or state government requirements change, the parties agree to negotiate the impact of the change on mandatory subjects of bargaining.



## ARTICLE 23. SCOPE AND DURATION

**23.1 Entire Agreement.** This Agreement and its Appendices constitute the entire Agreement between the parties and concludes collective bargaining for its term subject only to a desire by both parties to mutually agree to amend or supplement at any time. The County and the Union hereby voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject matter referred to or covered by this Agreement. With respect to subjects not covered by this Agreement, the parties agree that the County may temporarily implement changes pending the outcome of any bargaining required by RCW 41.56.

**23.2 Savings Clause.** Should any article, section, or portion thereof, of this Agreement be held unlawful and unenforceable, such decision shall apply only to the specific article, section, or portion thereof directly affected. The parties agree to immediately negotiate a substitute, if possible, for the invalidated article, section or portion thereof. All other portions of this Agreement, and the Agreement as a whole, shall continue without interruption for the term hereof.

**23.3 Duration and Renewal.** The parties agree that all provisions of this Agreement and its appendices shall be effective on the first day of the second month following signing except for those provisions which have a specific effective date in the Agreement. It shall remain in full force and effect through the 31<sup>st</sup> day of December 2024

23.3.1 The intention is to change the contract term to a January through December timeline to bring in line with the County's fiscal budget cycle.

23.3.2 The County and the Union agree to begin negotiations no later than August 31, 2024 and will continue to negotiate through February 28, 2025. Any/all unresolved matters will then either be withdrawn by the respective party or be referred to the PERC sponsored mediation.

## APPROVAL

This Agreement entered into between Clark County, Washington and the Professional & Technical Employees, Local 17, was formally signed and approved on the 17<sup>th</sup> day of May 2022.

### CLARK COUNTY COUNCIL



Karen Dill Bowerman, Chair

### FOR PROFESSIONAL & TECHNICAL EMPLOYEES LOCAL 17

	June 22, 2022
Karen Estevenin, Executive Director	Date
	6/21/2022
Rachel Whiteside, Union Representative	Date
	6/21/2022
Cary Armstrong, Bargaining Committee	Date
	6/21/22
Sarah Smith, Bargaining Committee	Date
	06/22/2022
Ben Ransonet, Bargaining Committee	Date
	06/22/2022
Katie Carle, Bargaining Committee	Date

# EXHIBIT A

Classifications			2022 Hourly Rates - 2.2% Increase										
Table	Rg.	Title	1	2	3	4	5	6	7	8	9	10	11
Local 17 Appraisers	250	Real Property Appraiser I	19.83	20.30	20.75	21.30	21.84	22.38	22.91	23.48	24.08	24.69	25.27
Local 17 Appraisers	253	Personal Prop Auditor App II	22.91	23.48	24.08	24.69	25.27	25.93	26.59	27.24	27.88	28.59	29.29
Local 17 Appraisers	253	Real Property Appraiser II	22.91	23.48	24.08	24.69	25.27	25.93	26.59	27.24	27.88	28.59	29.29
Local 17 Appraisers	257	Real Property Appraiser III	27.88	28.59	29.29	30.04	30.75	31.52	32.25	33.09	33.87	34.73	35.57
Local 17 Appraisers	257	Appraisal Analyst	27.88	28.59	29.29	30.04	30.75	31.52	32.25	33.09	33.87	34.73	35.57
Local 17 Appraisers	257	Personal Prop Auditor App III	27.88	28.59	29.29	30.04	30.75	31.52	32.25	33.09	33.87	34.73	35.57
Local 17 Appraisers	259	Current Use Appraiser	30.75	31.52	32.25	33.09	33.87	34.73	35.57	36.46	37.37	38.28	39.21
Local 17 Appraisers	259	Personal Prop Auditor App IV	30.75	31.52	32.25	33.09	33.87	34.73	35.57	36.46	37.37	38.28	39.21
Local 17 Appraisers	259	Real Property Appraiser IV	30.75	31.52	32.25	33.09	33.87	34.73	35.57	36.46	37.37	38.28	39.21
Local 17 Appraisers	260	Appraisal Analyst, Senior	32.25	33.09	33.87	34.73	35.57	36.46	37.37	38.28	39.21	40.19	41.15
Local 17 Appraisers	260	Commercial Appraiser Spec	32.25	33.09	33.87	34.73	35.57	36.46	37.37	38.28	39.21	40.19	41.15
Local 17 Appraisers	261	Industrial Appraiser	33.87	34.73	35.57	36.46	37.37	38.28	39.21	40.19	41.15	42.20	43.22
Local 17 Appraisers	716	Dept Info Systems Coord II	34.48	35.29	36.12	37.04	37.96	38.91	39.86	40.85	41.84	42.90	43.97
Local 17 Engineers	104	Weed Control Technician	20.04	20.54	21.03	21.55	22.11	22.66	23.22	23.76	24.30	24.95	25.59
Local 17 Engineers	200	Real Property Assistant	20.41	20.92	21.39	21.93	22.48	23.09	23.64	24.21	24.79	25.41	26.02
Local 17 Engineers	204	Engineering Technician, Ass't	24.23	24.81	25.39	26.02	26.65	27.35	28.01	28.71	29.44	30.18	30.91
Local 17 Engineers	204	Env Programs Tech	24.23	24.81	25.39	26.02	26.65	27.35	28.01	28.71	29.44	30.18	30.91
Local 17 Engineers	205	Real Property Agent I	25.39	26.02	26.65	27.35	28.01	28.71	29.44	30.18	30.91	31.97	33.05
Local 17 Engineers	207	Design Drafter	28.01	28.71	29.44	30.18	30.91	31.66	32.43	33.25	34.04	34.92	35.77
Local 17 Engineers	207	Engineer I	28.01	28.71	29.44	30.18	30.91	31.66	32.43	33.25	34.04	34.92	35.77
Local 17 Engineers	207	Engineering Technician	28.01	28.71	29.44	30.18	30.91	31.66	32.43	33.25	34.04	34.92	35.77
Local 17 Engineers	207	Traffic Signal Technician	28.01	28.71	29.44	30.18	30.91	31.66	32.43	33.25	34.04	34.92	35.77
Local 17 Engineers	208	Capital Prog Specialist	29.44	30.18	30.91	31.66	32.43	33.25	34.04	34.92	35.77	36.64	37.51
Local 17 Engineers	208	Capital Project Manager I	29.44	30.18	30.91	31.66	32.43	33.25	34.04	34.92	35.77	36.64	37.51
Local 17 Engineers	208	Env Outreach Specialist	29.44	30.18	30.91	31.66	32.43	33.25	34.04	34.92	35.77	36.64	37.51
Local 17 Engineers	208	Real Property Agent II	29.44	30.18	30.91	31.66	32.43	33.25	34.04	34.92	35.77	36.64	37.51
Local 17 Engineers	210	Engineer II	32.43	33.25	34.04	34.92	35.77	36.64	37.51	38.49	39.43	40.42	41.39
Local 17 Engineers	210	Engineering Technician, Sr	32.43	33.25	34.04	34.92	35.77	36.64	37.51	38.49	39.43	40.42	41.39
Local 17 Engineers	210	Env Ops Specialist	32.43	33.25	34.04	34.92	35.77	36.64	37.51	38.49	39.43	40.42	41.39
Local 17 Engineers	210	Env Outreach Specialist, Sr	32.43	33.25	34.04	34.92	35.77	36.64	37.51	38.49	39.43	40.42	41.39
Local 17 Engineers	210	Real Property Agent III	32.43	33.25	34.04	34.92	35.77	36.64	37.51	38.49	39.43	40.42	41.39
Local 17 Engineers	210	Traffic Signal Technician, Sr	32.43	33.25	34.04	34.92	35.77	36.64	37.51	38.49	39.43	40.42	41.39
Local 17 Engineers	211	Capital Prog Specialist, Sr	34.04	34.92	35.77	36.64	37.51	38.49	39.43	40.42	41.39	42.42	43.48
Local 17 Engineers	211	Capital Project Manager II	34.04	34.92	35.77	36.64	37.51	38.49	39.43	40.42	41.39	42.42	43.48
Local 17 Engineers	211	Env Ops Specialist, Sr	34.04	34.92	35.77	36.64	37.51	38.49	39.43	40.42	41.39	42.42	43.48
Local 17 Engineers	213	Engineer III	37.51	38.49	39.43	40.42	41.39	42.42	43.48	44.55	45.62	46.76	47.96
Local 17 Engineers	214	Capital Project Manager III	39.43	40.42	41.39	42.42	43.48	44.55	45.62	46.76	47.96	49.15	50.31
Local 17 Engineers	214	Traffic Engineer	39.43	40.42	41.39	42.42	43.48	44.55	45.62	46.76	47.96	49.15	50.31
Local 17 Engineers	216	Traffic Signal & Eng Ops Lead	43.48	44.55	45.62	46.76	47.96	49.15	50.31	51.60	52.84	54.18	55.47
Local 17 Engineers	716	Dept Info Systems Coord II	34.48	35.29	36.12	37.04	37.96	38.91	39.86	40.85	41.84	42.90	43.97
Local 17 Engineers	768	Weed Management Field Inspector	27.20	27.88	28.58	29.27	29.97	30.72	31.50	32.28	33.07	33.92	34.78
Local 17 Engineers	769	Weed Management Field Inspector, Lead	28.58	29.27	29.97	30.72	31.50	32.28	33.07	33.92	34.78	35.61	36.46



Classifications			2023 Hourly Rates - 2.0% Increase										
Table	Rg.	Title	1	2	3	4	5	6	7	8	9	10	11
Local 17 Appraisers	250	Real Property Appraiser I	20.23	20.71	21.17	21.73	22.28	22.83	23.37	23.95	24.56	25.18	25.78
Local 17 Appraisers	253	Personal Prop Auditor App II	23.37	23.95	24.56	25.18	25.78	26.45	27.12	27.78	28.44	29.16	29.88
Local 17 Appraisers	253	Real Property Appraiser II	23.37	23.95	24.56	25.18	25.78	26.45	27.12	27.78	28.44	29.16	29.88
Local 17 Appraisers	257	Real Property Appraiser III	28.44	29.16	29.88	30.64	31.37	32.15	32.90	33.75	34.55	35.42	36.28
Local 17 Appraisers	257	Appraisal Analyst	28.44	29.16	29.88	30.64	31.37	32.15	32.90	33.75	34.55	35.42	36.28
Local 17 Appraisers	257	Personal Prop Auditor App III	28.44	29.16	29.88	30.64	31.37	32.15	32.90	33.75	34.55	35.42	36.28
Local 17 Appraisers	259	Current Use Appraiser	31.37	32.15	32.90	33.75	34.55	35.42	36.28	37.19	38.12	39.05	39.99
Local 17 Appraisers	259	Personal Prop Auditor App IV	31.37	32.15	32.90	33.75	34.55	35.42	36.28	37.19	38.12	39.05	39.99
Local 17 Appraisers	259	Real Property Appraiser IV	31.37	32.15	32.90	33.75	34.55	35.42	36.28	37.19	38.12	39.05	39.99
Local 17 Appraisers	260	Appraisal Analyst, Senior	32.90	33.75	34.55	35.42	36.28	37.19	38.12	39.05	39.99	40.99	41.97
Local 17 Appraisers	260	Commercial Appraiser Spec	32.90	33.75	34.55	35.42	36.28	37.19	38.12	39.05	39.99	40.99	41.97
Local 17 Appraisers	261	Industrial Appraiser	34.55	35.42	36.28	37.19	38.12	39.05	39.99	40.99	41.97	43.04	44.08
Local 17 Appraisers	716	Dept Info Systems Coord II	35.17	36.00	36.84	37.78	38.72	39.69	40.66	41.67	42.68	43.76	44.85
Local 17 Engineers	104	Weed Control Technician	20.44	20.95	21.45	21.98	22.55	23.11	23.68	24.24	24.79	25.45	26.10
Local 17 Engineers	200	Real Property Assistant	20.82	21.34	21.82	22.37	22.93	23.55	24.11	24.69	25.29	25.92	26.54
Local 17 Engineers	204	Engineering Technician, Ass't	24.71	25.31	25.90	26.54	27.18	27.90	28.57	29.28	30.03	30.78	31.53
Local 17 Engineers	204	Env Programs Tech	24.71	25.31	25.90	26.54	27.18	27.90	28.57	29.28	30.03	30.78	31.53
Local 17 Engineers	205	Real Property Agent I	25.90	26.54	27.18	27.90	28.57	29.28	30.03	30.78	31.53	32.61	33.71
Local 17 Engineers	207	Design Drafter	28.57	29.28	30.03	30.78	31.53	32.29	33.08	33.92	34.72	35.62	36.49
Local 17 Engineers	207	Engineer I	28.57	29.28	30.03	30.78	31.53	32.29	33.08	33.92	34.72	35.62	36.49
Local 17 Engineers	207	Engineering Technician	28.57	29.28	30.03	30.78	31.53	32.29	33.08	33.92	34.72	35.62	36.49
Local 17 Engineers	207	Traffic Signal Technician	28.57	29.28	30.03	30.78	31.53	32.29	33.08	33.92	34.72	35.62	36.49
Local 17 Engineers	208	Capital Prog Specialist	30.03	30.78	31.53	32.29	33.08	33.92	34.72	35.62	36.49	37.37	38.26
Local 17 Engineers	208	Capital Project Manager I	30.03	30.78	31.53	32.29	33.08	33.92	34.72	35.62	36.49	37.37	38.26
Local 17 Engineers	208	Env Outreach Specialist	30.03	30.78	31.53	32.29	33.08	33.92	34.72	35.62	36.49	37.37	38.26
Local 17 Engineers	208	Real Property Agent II	30.03	30.78	31.53	32.29	33.08	33.92	34.72	35.62	36.49	37.37	38.26
Local 17 Engineers	210	Engineer II	33.08	33.92	34.72	35.62	36.49	37.37	38.26	39.26	40.22	41.23	42.22
Local 17 Engineers	210	Engineering Technician, Sr	33.08	33.92	34.72	35.62	36.49	37.37	38.26	39.26	40.22	41.23	42.22
Local 17 Engineers	210	Env Ops Specialist	33.08	33.92	34.72	35.62	36.49	37.37	38.26	39.26	40.22	41.23	42.22
Local 17 Engineers	210	Env Outreach Specialist, Sr	33.08	33.92	34.72	35.62	36.49	37.37	38.26	39.26	40.22	41.23	42.22
Local 17 Engineers	210	Real Property Agent III	33.08	33.92	34.72	35.62	36.49	37.37	38.26	39.26	40.22	41.23	42.22
Local 17 Engineers	210	Traffic Signal Technician, Sr	33.08	33.92	34.72	35.62	36.49	37.37	38.26	39.26	40.22	41.23	42.22
Local 17 Engineers	211	Capital Prog Specialist, Sr	34.72	35.62	36.49	37.37	38.26	39.26	40.22	41.23	42.22	43.27	44.35
Local 17 Engineers	211	Capital Project Manager II	34.72	35.62	36.49	37.37	38.26	39.26	40.22	41.23	42.22	43.27	44.35
Local 17 Engineers	211	Env Ops Specialist, Sr	34.72	35.62	36.49	37.37	38.26	39.26	40.22	41.23	42.22	43.27	44.35
Local 17 Engineers	213	Engineer III	38.26	39.26	40.22	41.23	42.22	43.27	44.35	45.44	46.53	47.70	48.92
Local 17 Engineers	214	Capital Project Manager III	40.22	41.23	42.22	43.27	44.35	45.44	46.53	47.70	48.92	50.13	51.32
Local 17 Engineers	214	Traffic Engineer	40.22	41.23	42.22	43.27	44.35	45.44	46.53	47.70	48.92	50.13	51.32
Local 17 Engineers	216	Traffic Signal & Eng Ops Lead	44.35	45.44	46.53	47.70	48.92	50.13	51.32	52.63	53.90	55.26	56.58
Local 17 Engineers	716	Dept Info Systems Coord II	35.17	36.00	36.84	37.78	38.72	39.69	40.66	41.67	42.68	43.76	44.85
Local 17 Engineers	768	Weed Management Field Inspector	27.74	28.44	29.15	29.86	30.57	31.33	32.13	32.93	33.73	34.60	35.48
Local 17 Engineers	769	Weed Management Field Inspector, Lead	29.15	29.86	30.57	31.33	32.13	32.93	33.73	34.60	35.48	36.32	37.19

Classifications			2024 Hourly Rates - 2.0% Increase										
Table	Rg.	Title	1	2	3	4	5	6	7	8	9	10	11
Local 17 Appraisers	250	Real Property Appraiser I	20.63	21.12	21.59	22.16	22.73	23.29	23.84	24.43	25.05	25.68	26.30
Local 17 Appraisers	253	Personal Prop Auditor App II	23.84	24.43	25.05	25.68	26.30	26.98	27.66	28.34	29.01	29.74	30.48
Local 17 Appraisers	253	Real Property Appraiser II	23.84	24.43	25.05	25.68	26.30	26.98	27.66	28.34	29.01	29.74	30.48
Local 17 Appraisers	257	Real Property Appraiser III	29.01	29.74	30.48	31.25	32.00	32.79	33.56	34.43	35.24	36.13	37.01
Local 17 Appraisers	257	Appraisal Analyst	29.01	29.74	30.48	31.25	32.00	32.79	33.56	34.43	35.24	36.13	37.01
Local 17 Appraisers	257	Personal Prop Auditor App III	29.01	29.74	30.48	31.25	32.00	32.79	33.56	34.43	35.24	36.13	37.01
Local 17 Appraisers	259	Current Use Appraiser	32.00	32.79	33.56	34.43	35.24	36.13	37.01	37.93	38.88	39.83	40.79
Local 17 Appraisers	259	Personal Prop Auditor App IV	32.00	32.79	33.56	34.43	35.24	36.13	37.01	37.93	38.88	39.83	40.79
Local 17 Appraisers	259	Real Property Appraiser IV	32.00	32.79	33.56	34.43	35.24	36.13	37.01	37.93	38.88	39.83	40.79
Local 17 Appraisers	260	Appraisal Analyst, Senior	33.56	34.43	35.24	36.13	37.01	37.93	38.88	39.83	40.79	41.81	42.81
Local 17 Appraisers	260	Commercial Appraiser Spec	33.56	34.43	35.24	36.13	37.01	37.93	38.88	39.83	40.79	41.81	42.81
Local 17 Appraisers	261	Industrial Appraiser	35.24	36.13	37.01	37.93	38.88	39.83	40.79	41.81	42.81	43.90	44.96
Local 17 Appraisers	716	Dept Info Systems Coord II	35.87	36.72	37.58	38.54	39.49	40.48	41.47	42.50	43.53	44.64	45.75
Local 17 Engineers	104	Weed Control Technician	20.85	21.37	21.88	22.42	23.00	23.57	24.15	24.72	25.29	25.96	26.62
Local 17 Engineers	200	Real Property Assistant	21.24	21.77	22.26	22.82	23.39	24.02	24.59	25.18	25.80	26.44	27.07
Local 17 Engineers	204	Engineering Technician, Ass't	25.20	25.82	26.42	27.07	27.72	28.46	29.14	29.87	30.63	31.40	32.16
Local 17 Engineers	204	Env Programs Tech	25.20	25.82	26.42	27.07	27.72	28.46	29.14	29.87	30.63	31.40	32.16
Local 17 Engineers	205	Real Property Agent I	26.42	27.07	27.72	28.46	29.14	29.87	30.63	31.40	32.16	33.26	34.38
Local 17 Engineers	207	Design Drafter	29.14	29.87	30.63	31.40	32.16	32.94	33.74	34.60	35.41	36.33	37.22
Local 17 Engineers	207	Engineer I	29.14	29.87	30.63	31.40	32.16	32.94	33.74	34.60	35.41	36.33	37.22
Local 17 Engineers	207	Engineering Technician	29.14	29.87	30.63	31.40	32.16	32.94	33.74	34.60	35.41	36.33	37.22
Local 17 Engineers	207	Traffic Signal Technician	29.14	29.87	30.63	31.40	32.16	32.94	33.74	34.60	35.41	36.33	37.22
Local 17 Engineers	208	Capital Prog Specialist	30.63	31.40	32.16	32.94	33.74	34.60	35.41	36.33	37.22	38.12	39.03
Local 17 Engineers	208	Capital Project Manager I	30.63	31.40	32.16	32.94	33.74	34.60	35.41	36.33	37.22	38.12	39.03
Local 17 Engineers	208	Env Outreach Specialist	30.63	31.40	32.16	32.94	33.74	34.60	35.41	36.33	37.22	38.12	39.03
Local 17 Engineers	208	Real Property Agent II	30.63	31.40	32.16	32.94	33.74	34.60	35.41	36.33	37.22	38.12	39.03
Local 17 Engineers	210	Engineer II	33.74	34.60	35.41	36.33	37.22	38.12	39.03	40.05	41.02	42.05	43.06
Local 17 Engineers	210	Engineering Technician, Sr	33.74	34.60	35.41	36.33	37.22	38.12	39.03	40.05	41.02	42.05	43.06
Local 17 Engineers	210	Env Ops Specialist	33.74	34.60	35.41	36.33	37.22	38.12	39.03	40.05	41.02	42.05	43.06
Local 17 Engineers	210	Env Outreach Specialist, Sr	33.74	34.60	35.41	36.33	37.22	38.12	39.03	40.05	41.02	42.05	43.06
Local 17 Engineers	210	Real Property Agent III	33.74	34.60	35.41	36.33	37.22	38.12	39.03	40.05	41.02	42.05	43.06
Local 17 Engineers	210	Traffic Signal Technician, Sr	33.74	34.60	35.41	36.33	37.22	38.12	39.03	40.05	41.02	42.05	43.06
Local 17 Engineers	211	Capital Prog Specialist, Sr	35.41	36.33	37.22	38.12	39.03	40.05	41.02	42.05	43.06	44.14	45.24
Local 17 Engineers	211	Capital Project Manager II	35.41	36.33	37.22	38.12	39.03	40.05	41.02	42.05	43.06	44.14	45.24
Local 17 Engineers	211	Env Ops Specialist, Sr	35.41	36.33	37.22	38.12	39.03	40.05	41.02	42.05	43.06	44.14	45.24
Local 17 Engineers	213	Engineer III	39.03	40.05	41.02	42.05	43.06	44.14	45.24	46.35	47.46	48.65	49.90
Local 17 Engineers	214	Capital Project Manager III	41.02	42.05	43.06	44.14	45.24	46.35	47.46	48.65	49.90	51.13	52.35
Local 17 Engineers	214	Traffic Engineer	41.02	42.05	43.06	44.14	45.24	46.35	47.46	48.65	49.90	51.13	52.35
Local 17 Engineers	216	Traffic Signal & Eng Ops Lead	45.24	46.35	47.46	48.65	49.90	51.13	52.35	53.68	54.98	56.37	57.71
Local 17 Engineers	716	Dept Info Systems Coord II	35.87	36.72	37.58	38.54	39.49	40.48	41.47	42.50	43.53	44.64	45.75
Local 17 Engineers	768	Weed Management Field Inspector	28.29	29.01	29.73	30.46	31.18	31.96	32.77	33.59	34.40	35.29	36.19
Local 17 Engineers	769	Weed Management Field Inspector, Lead	29.73	30.46	31.18	31.96	32.77	33.59	34.40	35.29	36.19	37.05	37.93

## APPENDIX A

### APPRAISERS AND OTHER PROFESSIONALS UNIT

The bargaining unit covered by this Appendix is Appraisers and Other Professionals and is defined as all regular full time and regular part-time employees in the classifications listed below and represented by Professional and Technical Employees, Local 17

#### COVERED CLASSIFICATIONS

Title	Range
Real Property Appraiser I	250
Personal Property Auditor Appraiser II	253
Real Property Appraiser II	253
Real Property Appraiser III	257
Personal Property Auditor Appraiser III	257
Appraisal Analyst	257
Current Use Appraiser	259
Personal Property Auditor Appraiser IV	259
Real Property Appraiser IV	259
Appraisal Analyst, Senior	260
Commercial Appraiser Specialist	260
Industrial Appraiser	261
Dept Info Systems Coord II	716

#### 1.0 Health and Safety.

The parties agree that health and safety issues, including air quality, will be a high priority subject for Labor/Management meetings (Article 5) during the term of this Agreement. The County shall be responsible for ensuring that all work is done in accordance with applicable State, Federal and County health and safety codes, ordinances and/or regulations. Alleged violations of this commitment shall be subject to this Agreement's grievance procedure: provided however, that any disputes which remain unresolved after Step 3 of said procedure are not subject to binding arbitration.

#### 2.0 Pay-related Issues.

**2.1 Licenses and Accreditations.** The County will reimburse or otherwise pay the cost of securing and maintaining accreditation and/or state-certified licenses according to the following chart:

2.1.1 Exception to the chart will occur if an employee is hired-in and already possesses their Certified General Appraiser, Certified Residential Appraiser, or State-Licensed Appraiser License. The County will reimburse or otherwise pay the cost of maintaining accreditation and/or licenses at the level the employee had when they were hired or promoted.

Accreditation (through DOR) or Licenses (DOL)	Applicable Classifications
Certified General Appraiser License	Real Property Appraiser IV – Commercial Appraiser Specialist Industrial Appraiser Current Use Appraiser Appraisal Analyst Senior
Certified Residential Appraiser License OR State-Licensed Appraiser License	Real Property Appraiser II, III, IV –  Commercial Appraiser Specialist Appraisal Analyst Senior
State Real Property Appraiser Accreditation	All bargaining unit classifications, except DISC II and Personal Property Appraisers

2.1.2 The County shall not pay for the cost of a class necessary for an accreditation or license if the class had previously been taken and paid for by the County, but the time within which to receive credit for the class has lapsed.

2.1.3 The County’s obligation to pay for testing and related fees under this Section shall be conditioned upon the employee’s passing the test and securing the certification.

**2.2 IAAO Membership.** The County will pay fees and dues necessary for two (2) members of the Appraisers Unit to acquire or maintain two (2) memberships in IAAO. Members of the Appraisers Unit shall recommend up to the three (3) bargaining unit members to the Assessor in December of each year. The Assessor shall have final approval. The selected members shall have a membership for one (1) year, and memberships shall be renewable. The selected members will be expected to give formal presentations and disseminate the information to the Appraisers Unit.

**2.3 Probationary Period.** The initial probationary period for those newly hired into the bargaining unit shall be twelve (12) months. Employees promoted under the Alternate Staffing Article 8.1.3 of this Agreement shall not serve a probationary period following the promotion. All other promotions, including those resulting from a recruitment and selection process, shall serve a probationary period of six (6) months. The probationary periods shall be extended by the length of any unpaid leave in excess of fifteen (15) days occurring during the probationary period.



**2.4 Step Increases.** Step increases equivalent to a one (1) step increase in the salary range for the applicable classification shall be granted to employees after twelve (12) months at each step in the range, in accordance with Article 12.4 of the Master Agreement, except in the following circumstances:

2.4.1 The Assessor may advance an employee two (2) steps, provided that the Assessor has justified such action in writing to the County Administrator.

2.4.2 The step increase date will remain constant whether the step is accelerated or withheld.

### **3.0 Equipment.**

**3.1 Personal Expense.** Employees shall not be required to purchase at personal expense tools and equipment necessary to do the job. For purposes of this Section, automobiles are not considered tools or equipment.

**3.2** Employees who are required by the County to use their personal vehicles for County business shall be reimbursed for work related mileage. The reimbursement rates shall be adjusted at such times and in such amounts as the IRS-approved mileage reimbursement rate is adjusted. The rate for established properties shall be five cents more than the IRS mileage reimbursement rate; the rate for new construction shall be seven cents more.

**3.3** Assignment of pool vehicles and use of personal vehicles on County business shall be at the sole discretion of the County. Employees may be required to use their personal vehicle in carrying out their assigned duties as a condition of employment and in accordance with the terms of this Section and following the Assessor's consideration of the impact upon insurance coverage and car ownership.

### **4.0 Other Employment Practices.**

**4.1 Outside Employment.** Appraisers may act as independent fee appraisers or real estate sales agents outside of regularly scheduled work hours and only for properties outside of Clark County boundaries.

**4.2 Promotional Ladder.** Promotion under this Section shall be in lieu of the posting process for filling vacancies.



4.2.1 Employees classified as Real Property Appraisers I will be promoted to the next level when they have passed the initial probationary period as described in Article 2.4 of Appendix A, and obtained the required benchmarks as identified below:

4.2.1.1 Achieved the State Appraiser Accreditation.

4.2.1.2 Demonstrated proficiency and working knowledge and ability in assessment software, and spreadsheet and word processing applications.

4.2.1.3 Demonstrated an accurate and consistent understanding and response to supervisory direction, training, and review of work products.

4.2.1.4 Consistently produced complete, accurate, and timely work products with limited supervision.

4.2.1.5 Shown the ability to perform the work at the Appraiser II level as distinguished within the job description.

4.2.2 In recognition that these promotions require employees be provided opportunities to develop the skills and tools to perform successfully and independently at the next level, promotions to the Appraiser II level delayed beyond one (1) year of service at the I level must be stipulated in writing and be presented to the employee at least thirty (30) days prior to the eligibility date. The employee must be informed as to why the promotion is being withheld, what action they must take to obtain the promotion and the date on which the employee will next be eligible for consideration for the promotion.

4.2.3 In all other circumstances, provided the Appraiser I has the required state accreditation and the required benchmarks noted above, promotion to the II level shall occur after no more than two (2) years as an Appraiser I.

4.2.4 Employees classified as Real Property Appraisers II will be eligible for promotion to the Appraiser III level provided they have obtained state accreditation and have demonstrated the ability to perform tasks at the Appraiser III level with independence and met all requirements of the position as described in that job description.

**4.3 Project Employees and Temporary Workers.** Project Employees/Temporary Workers may be appointed without a competitive posting with consent of the Department Head only for the specific position that they held as a Project Employee or Temporary Worker and only if they held that position for a minimum of six (6) months. Converted project or temporary positions that represent a promotional opportunity for regular employees may not be filled without a competitive posting. (Replaces Section 9.4.5 of this Agreement based upon 2-19-2020 MOA.)

## **5.0 Transfers.**

**5.1** “Transfers within or between classifications” of the Master Agreement shall be amended as follows: When management determines that a transfer opportunity becomes available in the bargaining unit the hiring Manager will post the opportunity electronically to the bargaining unit. The electronic posting will identify the position open and the timeline for response. Interested employees must then submit an electronic "transfer form" to the hiring Manager within the allotted time limits. Manager may decline transfers and request employee apply to the recruitment. If an employee is under a written discipline or higher, they may be ineligible to transfer based upon individual circumstances. An employee who transfers laterally to a new classification shall serve a probationary period of not more than three (3) months. A transfer employee shall have reversion rights to the former position for three (3) months. This provision in no way waves the requirement that an employee serve an initial twelve (12) month probationary period and an employee who has not served a twelve (12) month probationary period will not have reversion rights.

## **6.0 Seniority for Purposes of Layoff.**

**6.1** Seniority for purposes of layoff shall be based upon bargaining unit seniority, defined as all continuous service in positions within the bargaining unit since the last date of hire or appointment to a position in the unit with consideration given to breaks in service as identified in this article. The following additional considerations shall apply as warranted:

6.1.1 Bargaining unit seniority shall be calculated based upon continuous service since the last date of hire or appointment into any classification in the bargaining unit.

6.1.2 Seniority shall include time on Workers' Compensation leave and unpaid leaves of absence of fourteen (14) days or less.

6.1.3 Seniority rights shall not be exercised until completion of the required new hire probationary period. Promoted employees do not have seniority rights in the new classification until they complete the probationary period for the classification. Within a classification therefore, probationary employees shall be laid off first, regardless of their bargaining unit seniority. Promoted probationary employees will retain bumping rights within their previous classification.

6.1.4 Employees who resign from County employment in good standing and are subsequently reinstated to their former classification per Article 9.4.11 in this Agreement shall be entitled to bridge their seniority for all purposes except for layoff. The seniority date shall be considered the former date of hire, less the break in service; except that the layoff seniority date shall be the date of reinstatement.

6.1.5 Employees who are laid off and subsequently recalled to County employment within the recall period shall be entitled to bridge their seniority for all purposes, including layoff. Their seniority date for all purposes including layoff shall be considered the former date of hire, less the break in service.

6.1.6 When an entire classification is eliminated and replaced with a new classification, seniority in the former classification shall be added to seniority in the new classification.

6.1.7 In the event of a tie in bargaining unit seniority, seniority shall be prioritized as follows:

- a. **Classification Seniority:** Based on total continuous service within the current job classification or homogeneous classification series. Seniority in a homogeneous classification series shall be computed as all time in any of the classifications.
- b. **Department Seniority:** Based on continuous service in the employees current department.
- c. **Countywide Seniority:** Based on service with the County in any regular position.

## **7.0 Layoff.**

**7.1** The County may layoff an employee based on the elimination of the employee's position due to lack of work, lack of funds, elimination of services/functions or other similar reasons. Additionally, employees may be laid off through displacement by an employee through the bumping procedure outlined in this Agreement. Forced reduction of hours shall also be considered a layoff.

**7.2 Alternatives to Layoff.** The County will make every reasonable effort to avoid layoff of bargaining unit employees. Such efforts will include consideration of the following strategies to prevent or minimize the effects of layoffs:

7.2.1 Termination of temporary employees and consultants.

7.2.2 Temporary voluntary reduction in work hours programs including reduced workweeks.

7.2.3 Attrition-based programs such as voluntary layoffs and voluntary retirements.

The County will solicit Union input as to available and desirable alternatives prior to any final decisions as to the necessity of the layoff. The County will negotiate with the Union any alternative to layoff program that are mandatory subjects of bargaining.

**7.3 Selection of Employees for Layoff.** The appointing authority shall identify by classification the positions to be eliminated. Within classification, employees shall be selected for layoff based on bargaining unit seniority. If a class is part of an alternately staffed classification series, then the position or positions slated for layoff shall be the least senior.

**7.4 Layoff Notice.** Employees are entitled to receive written notice of layoff in advance of the action. The Union shall be notified concurrent with notice to the employee. The length of notice will vary based upon the nature of the layoff and is detailed below:

**7.4.1 Separation from County Service.** Employees who will be separated from County service shall be provided a minimum of twenty (20) working days' notice or pay in lieu of notice (one (1) day's pay for each day of notice below twenty).

**7.4.2 Reassignment.**

- a. Employees reassigned to lower classifications shall be provided a minimum of ten (10) working days' notice. Employees laterally reassigned shall be provided a minimum of five (5) working days' notice.
- b. Rather than pay-in-lieu of notice, employees reassigned under the layoff article will serve the period of notice.
- c. Contingent Layoff Notices: The County will issue contingent layoff notices to employees whose positions are not being eliminated but who it determines are subject to being bumped by more senior employees. The contingent notice does not replace the notice requirements as specified in Section 7.4.

**7.5 Reassignment to Vacant Position and Bumping.** Employees facing layoff shall be offered reassignment to a vacant position or afforded bumping rights in accordance with the following (a flow chart illustrating this process can be found at the end of Appendix A):

**7.5.1** In all cases, claiming vacancies and bumping, the employee must be qualified to perform the duties of the position following a reasonable period of orientation and training.

**7.5.2** Employees may only claim vacancies or bump into classifications in which they have formerly served and satisfactorily completed the probationary period except that prior service in any classification that is part of a homogeneous classification series shall be considered as qualifying service.

**7.5.3** In the event there is more than one (1) qualified candidate for a position, such position shall be offered on the basis of seniority.

7.5.4 Employees may not bump across homogeneous classification series lines without prior service except that employees may bump less senior employees within/between the Real (II or I) and Personal Property Appraiser II classification series in accordance with the attached flow chart.

7.5.5 In a bumping situation the employee may only bump when more senior than the employee being bumped.

7.5.6 Employees facing layoff shall be offered reassignment to a vacant position or afforded bumping rights in the order below. The steps below may be rearranged in order to provide a minimum pay reduction:

- a. Vacant position in the classification from which the employee is being laid off.
- b. A vacant position in a lateral classification within the bargaining unit.
- c. An occupied position in a lateral classification within the bargaining unit held by the least senior employee.
- d. A vacant position in the next lower classification.
- e. An occupied position in the next lower classification held by the least senior employee. If a bumping employee is less senior than the least senior employee then the bumping employee will bump into the position held by the least senior employee within the next lower classification, and so on. In the event that the bumping employee is bumping from a classification outside of the homogeneous classification series to position within a homogeneous classification series the bumping employee shall bump the least senior employee within the series and shall be classified at the highest level of the series.
- f. A vacant position in any other formerly held classifications in the bargaining unit.

7.5.7 If there are no available positions in the steps above the County will make every effort to place employees subject to being laid off in other vacant positions for which they are qualified but have no prior service.

**7.6 Recall.** Employees who are laid off, or reassigned, or displaced as a result of bumping, to a lateral or lower classification in lieu of layoff shall be placed on a recall list in order of seniority for the classification from which they were laid off and any former classifications. The recall period shall be two (2) years.

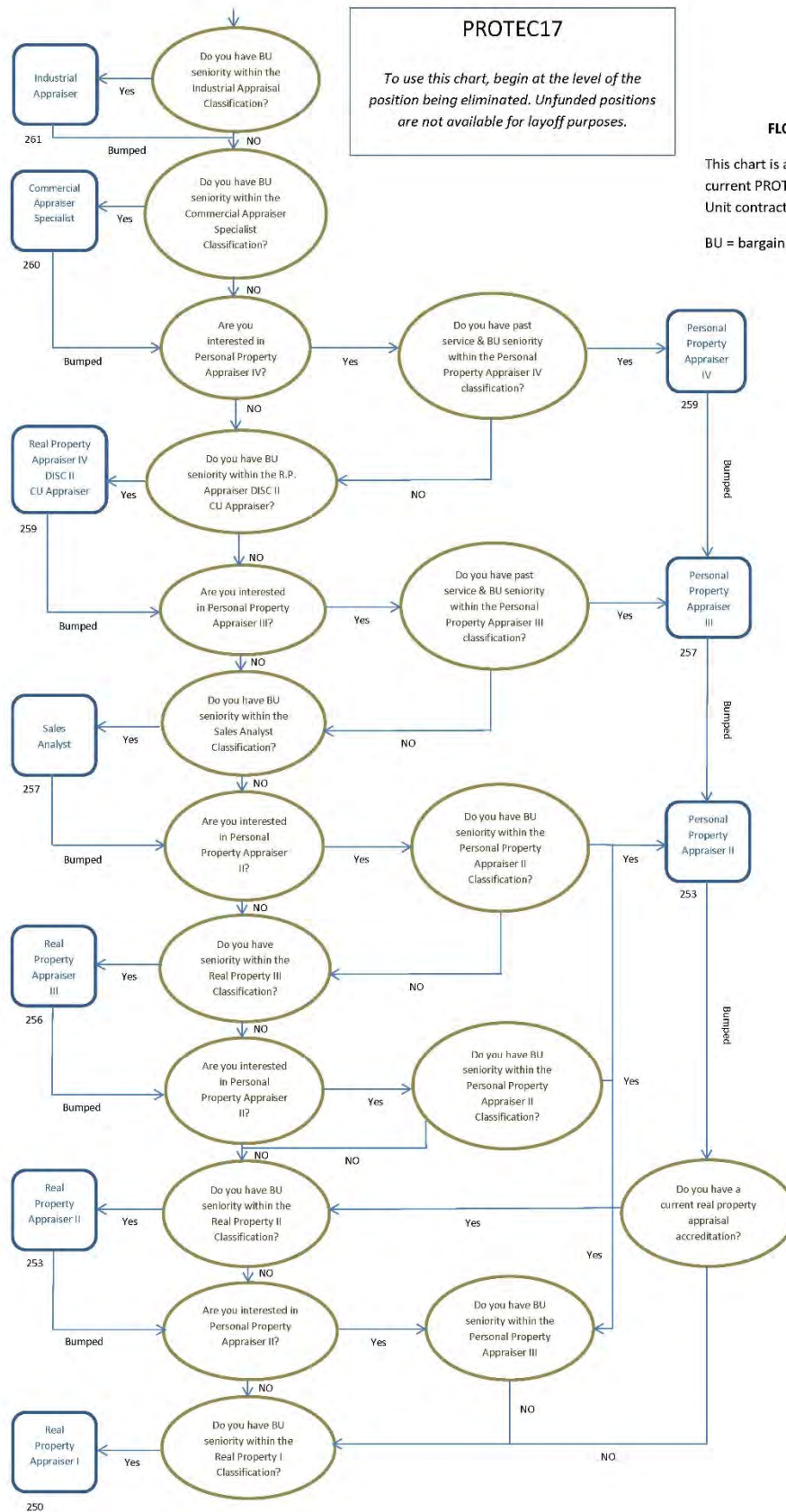
7.6.1 Laid-off employees will be offered employment in any available vacancy in a classification for which they have recall rights provided they are fully qualified following a reasonable period of orientation and training. In the event there are multiple employees eligible for recall within a classification and multiple vacancies available, Human Resources shall coordinate a placement process whereby eligible employees are placed in the most suitable vacancies based on interest, qualifications, and department's needs, provided however that this procedure may not be used to recall a more junior employee in place of a more senior one. The intent of this language is to facilitate voluntary placements within the list of available vacancies and employees who are being recalled. As an alternative to recall, available vacancies may be filled by promotion, transfer from other classifications or departments or demotion of current employees with mutual agreement of the department, Human Resources and the Union.

7.6.2 Laid-off employees are eligible for consideration for other vacancies in the County through the competitive recruitment and selection procedures and shall be allowed to compete as internal candidates for the duration of their recall rights period and will receive preference as provided by Article 9.3.2. Laid-off employees are responsible for making themselves aware of available vacancies other than those for which they are entitled to recall consideration.

**7.7 Recall Procedure.** Notice of recall shall be sent to the employee by mail at the last address reflected in the employee's official personnel file/Human Resources Information System database and the employee must respond within fifteen (15) calendar days of the date of the notice. The County may send out multiple recall notices and recall the most senior employee who responds within the allotted time period. An employee shall be allowed to waive one (1) offer but shall otherwise be removed from the recall list for a classification based upon rejection or failure to respond. The employee shall be responsible for updating contact information in the Human Resources Information System database regarding any change in address or telephone number.

**7.8 Rights Upon Recall.** Employees who are recalled shall be reinstated with all rights formerly attained including accrued sick leave. The seniority date shall be adjusted to reflect the time on layoff but the employee shall otherwise retain all service credit held at the time of layoff. Employees recalled to their former classification shall be appointed to the step and range formerly held and credit toward the next salary anniversary date shall be continued, not including the time on layoff.

**7.9 Benefits Continuation.** The County shall continue the employer's contribution toward the cost of medical and dental insurance through the end of the first calendar month following layoff.



## APPENDIX B

### ENGINEERS AND OTHER PROFESSIONALS

The bargaining unit covered by this Appendix is Engineers, Technicians and Other Professionals and is defined as all regular full time and regular part-time employees in the classifications listed below and represented by the Professional and Technical Employees, Local 17.

#### **COVERED CLASSIFICATIONS (range numbers to change in accordance to appropriate rate of pay)**

<u>Title</u>	<u>Range</u>
Capital Program Specialist	208
Capital Program Specialist, Senior	211
Capital Project Manager I	208
Capital Project Manager II	211
Capital Project Manager III	214
Department Information Systems Coordinator II	716
Engineer I	207
Engineer II	210
Engineer III	213
Asst. Engineering Technician	204
Engineering Technician	207
Engineering Technician, Senior	210
Real Property Assistant	200
Real Property Agent I	205
Real Property Agent II	208
Real Property Agent III	210
Design Drafter	207
Traffic Signal Technician	207
Traffic Signal Technician, Senior	210
Traffic Engineer	214
Environmental Outreach Specialist	210
Environmental Outreach Specialist, Senior	210
Environmental Operations Specialist	210
Environmental Operations Specialist, Senior	210
Environmental Programs Technician	204
Traffic Signal & Eng Ops Lead	216
Weed Control Technician	104
Weed Management Field Inspector	768
Weed Management Field Inspector Lead	769



**1.0 Health and Safety.** The Union and the County will cooperate in maintaining safe and healthy working conditions. Employees will be encouraged to work in a safe manner. The County shall be responsible for ensuring that all work is done in accordance with applicable State, Federal and County health and safety codes, ordinances and/or regulations. Alleged violations of this commitment shall be subject to this Agreement's grievance procedure: provided however, that any disputes which remain unresolved after Step 3 of said procedure are not subject to binding arbitration.

## **2.0 Equipment.**

**2.1** Employees shall not be required to purchase at personal expense tools and equipment necessary to do the job.

**2.2** The County retains the exclusive right to assign County vehicles to employees represented by the Union or to restrict, regulate, or rescind such assignments at any time and in any fashion subject to seven (7) calendar days advance written notice.

## **3.0 Transfers.**

**3.1** "Transfers within or between Classifications" shall read as follows: Employees interested in being considered for other bargaining unit positions in equal or lower classifications should submit a transfer request to Human Resources and the applicable hiring Manager(s). Such requests shall be kept on file and the department shall consider those requests as positions become available. Transfer requests shall be submitted in writing and shall clearly indicate the classification, position(s) and or work assignments sought. Transfer requests are in the nature of a "standing" request and shall be valid for twelve months for all applicable positions. The employee may re-file or renew a transfer request for succeeding one-year periods. An employee who transfers laterally to a new classification shall serve a probationary period of not more than three (3) months. Manager may decline transfers and request employee apply to the recruitment. If an employee is under a written discipline or higher, they may be ineligible to transfer based upon individual circumstances.

## **4.0 Probationary Periods**

**4.1** The initial probationary period for those newly hired into the bargaining unit shall be six (6) months.

**4.2** Employees promoted under Article 8.1.3, Alternate Staffing, shall not serve a probationary period following promotion. All other promotions, including those resulting from a recruitment and selection process, shall serve a probationary period of three (3) months.

**4.3** Employees reassigned to a different work team in lieu of layoff or because of lack of work in their current work team shall serve a probationary period of six (6) month. Employees who fail a probationary period under these circumstances shall be subject to Article 6.0 of Appendix B, Layoff.

**4.4** Probationary periods shall be extended by the length of any unpaid leave in excess of fifteen (15) days occurring during the probationary period.

**4.5** Probationary periods may be extended by mutual agreement of the employee, the Union, and the County.

## **5.0 Seniority for the Purposes of Layoff.**

**5.1** Seniority for purposes of layoff shall be based upon bargaining unit seniority, defined as all continuous service in positions within the bargaining unit since the last date of hire or appointment to a position in the unit with consideration given to breaks in service as identified in this article. The following additional considerations shall apply as warranted:

5.1.1 Bargaining unit seniority shall be calculated based upon continuous service since the last date of hire or appointment into any classification in the bargaining unit.

5.1.2 Seniority shall include time on Workers' Compensation leave and unpaid leaves of absence of fourteen (14) days or less.

5.1.3 Seniority rights shall not be exercised until completion of the required new hire probationary period. Promoted employees do not have seniority rights in the new classification until they complete the probationary period for the classification. Within a classification therefore, probationary employees shall be laid off first, regardless of their bargaining unit seniority.

5.1.4 Employees who resign from County employment in good standing and are subsequently reinstated to their former classification per Article 9.4.11 in this Agreement shall be entitled to bridge their seniority for all purposes except for layoff. The seniority date shall be considered the former date of hire, less the break in service, except that they layoff seniority date shall be the date of reinstatement.

5.1.5 Employees who are laid off and subsequently recalled to County employment within the recall period shall be entitled to bridge their seniority for all purposes, including layoff. Their seniority date for all purposes including layoff shall be considered the former date of hire, less the break in service.

5.1.6 When an entire classification is eliminated and replaced with a new classification seniority in the former classification shall be added to seniority in the new classification.

5.1.7 In the event of a tie in bargaining unit seniority, seniority shall be prioritized as follows:

- a. Classification Seniority: Based on total continuous service within the current job classification or homogeneous classification series. Seniority in a homogeneous classification series shall be computed as all time in any of the classifications.
- b. Department Seniority: Based on continuous service in the employees current department.
- c. Countywide Seniority: Based on service with the County in any regular position.

## **6.0 Layoff.**

**6.1** The County may layoff an employee based on the elimination of the employee's position due to lack of work, lack of funds, reorganization, elimination of services/ functions or other similar reasons. Additionally, employees may be laid off through displacement by an employee through the bumping procedure outlined in this Agreement. Forced reduction of hours shall also be considered a layoff.

**6.2 Alternatives to Layoff.** The County will make every reasonable effort to avoid layoff of bargaining unit employees. Such efforts will include consideration of the following strategies to prevent or minimize the effects of layoffs:

6.2.1 Termination of temporary employees and consultants.

6.2.2 Temporary reduced work hours programs including reduced workweeks and furloughs/shutdowns.

6.2.3 Attrition-based programs such as voluntary layoffs and voluntary retirements.

6.2.4 Reduction of paid leave balances or accrual rates.

The County will solicit Union input as to available and desirable alternatives prior to any final decisions as to the necessity of the layoff. The County will negotiate with the Union to the extent that any alternative to layoff program impacts mandatory subjects of bargaining such as reduced work hours programs or paid leave reductions.

**6.3 Selection of Employees for Layoff.** The appointing authority shall identify by classification the positions to be eliminated. Within classification, the appointing authority shall identify the positions to be eliminated, employees shall be selected for layoff based on seniority.

**6.4 Layoff Notice.** Employees are entitled to receive written notice of layoff in advance of the action. The Union shall be notified concurrent with notice to the employee. The length of notice will vary based upon the nature of the layoff and is detailed below:

**6.4.1 Separation from County Service.** Employees who will be separated from County service shall be provided a minimum of twenty (20) working days' notice or pay in lieu of notice (one (1) day's pay for each day of notice below twenty).

**6.4.2 Reassignment:**

- a. Employees reassigned to lower classifications shall be provided a minimum of ten (10) working days' notice. Employees laterally reassigned shall be provided a minimum of five (5) working days' notice.
- b. Rather than pay-in-lieu of notice, employees reassigned under the layoff article will serve the period of notice.
- c. Contingent Layoff Notices: The County may issue contingent layoff notices to employees whose positions are not being eliminated but who it determines are subject to being bumped by more senior employees.

**6.5 Reassignment to Vacant Position and Bumping.** Employees facing layoff shall be offered reassignment to a vacant position or afforded bumping rights in accordance with the following:

**6.5.1** In all cases, claiming vacancies and bumping, the employee must be qualified to perform the duties of the position. Qualified is defined as able to perform the duties following a three (3) month period of orientation and training.

**6.5.2** Employees may only claim vacancies or bump into classifications in which they have formerly served and satisfactorily completed the probationary period except that prior service in any classification that is part of a homogeneous classification series shall be considered as qualifying service.

**6.5.3** Employees may not bump across department lines, except that employees may bump less senior employees, across departmental lines within/between positions in the Engineer or Engineering Technician series.

**6.5.4** In the event there is more than one (1) qualified candidate for a position, such position shall be offered on the basis of seniority.

6.5.5 Employees may not bump into occupied positions if there are vacant positions in the same or lateral classifications that are available and suitable.

6.5.6 In all bumping situations, the bumping employee must be more senior than the employee being bumped.

6.5.7 Employees facing layoff shall first be offered reassignment to a vacant position. If there are no vacant positions, bumping rights will be afforded in the order below. The steps below may be rearranged in order to provide a minimum pay reduction.

- a. A vacant position in the classification from which the employee is being laid off, first in the department then in the bargaining unit.
- b. A vacant position in a lateral classification first in the department then in the bargaining unit.
- c. An occupied position in the same classification held by the least senior employee. If the bumping employee is not qualified to perform the work of the least senior employee, the employee may bump the next least senior employee within the same classification.
- d. An occupied position in a lateral classification held by the least senior employee. If the bumping employee is not qualified to perform the work of the least senior employee, the employee may bump the next least senior employee within a lateral classification.
- e. A vacant position in the next lower classification.
- f. An occupied position held by the least senior employee in the next lower classification. If the employee is not qualified to perform the work of the least senior employee the employee may bump the next least senior employee, and so on. In the event the bumping employee has less seniority than any employee in the next lower classification, or is not qualified, then the bumping employee will repeat the above process in the next lower classification and so on.
- g. A vacant position in any other formerly held classifications in the bargaining unit.

**6.6** If there are no available positions in the steps above the County will make every effort to place employees subject to being laid off in other vacant positions for which they are qualified but have no prior service.

**6.7 Recall.** Employees who are laid off, or reassigned, or displaced as a result of bumping, to a lateral or lower classification in lieu of layoff shall be placed on a recall list in order of seniority for the classification from which they were laid off and any former classifications. The recall period shall be two (2) years.

6.7.1 Laid-off employees will be offered employment in any available vacancy in a classification for which they have recall rights provided they are fully qualified following a reasonable period of orientation and training. In the event there are multiple employees eligible for recall within a classification and multiple vacancies available, Human Resources shall coordinate a placement process whereby eligible employees are placed in the most suitable vacancies based on interest, qualifications, and department's needs, provided however that this procedure may not be used to recall a more junior employee in place of a more senior one. The intent of this language is to facilitate voluntary placements within the list of available vacancies and employees who are being recalled. As an alternative to recall, available vacancies may be filled by promotion, transfer from other classifications or departments or demotion of current employees with mutual agreement of the department, Human Resources and the Union.

6.7.2 Laid-off employees are eligible for consideration for other vacancies in the County through the competitive recruitment and selection procedures and shall be allowed to compete as internal candidates for the duration of their recall rights period and will receive preference as provided by Article 9.3.2. Laid-off employees are responsible for making themselves aware of available vacancies other than those for which they are entitled to recall consideration.

**6.8 Recall Procedure.** Notice of recall shall be sent to the employee by certified mail at the last address reflected in the employee's official personnel file and the employee must respond within fifteen (15) calendar days of the date of the notice. The County may send out multiple recall notices and recall the most senior employee who responds within the allotted time period. An employee shall be allowed to waive one (1) offer but shall otherwise be removed from the recall list for a classification based upon rejection or failure to respond. The employee shall be responsible for notifying the Human Resources Department of any change in address or telephone number.

**6.9 Rights Upon Recall.** Employees who are recalled shall be reinstated with all rights formerly attained including accrued sick leave. The seniority date shall be adjusted to reflect the time on layoff but the employee shall otherwise retain all service credit held at the time of layoff. Employees recalled to their former classification shall be appointed to the step and range formerly held and credit toward the next salary anniversary date shall be continued, not including the time on layoff.

**6.10 Benefits Continuation.** The County shall continue the employer's contribution toward the cost of medical and dental insurance through the end of the first calendar month following layoff.

## **7.0 Wage Premiums.**

### **7.1 Survey Party-Chief Premium.**

7.1.1 An employee assigned the Survey Party-Chief responsibilities shall receive a 5% premium (approximately one (1) step increase) on all hours worked during the assigned shift.

7.1.2 Assignments will typically be made on a long-term basis (one (1) month or more in duration). Employees on a long-term assignment shall receive the premium rate for paid leave (holiday, sick, vacation, etc.). Employees on short-term assignments (i.e. filling in due to vacation or sick leave; special assignment of short-duration during peak seasons) shall not receive the premium rate for paid leave.

7.1.3 This premium recognizes the Survey Party-Chief's lead responsibilities on the work site. Management retains the right to determine and assign the most qualified employee for this assignment, and retains right to change and/or remove assigned employee based on qualifications and fit.

### **7.2 Engineering Technician Certification Premium.**

7.2.1 The County agrees to provide a certification premium of 5% for Engineering Technicians and Senior Engineering Technicians achieving one or more certifications. The intent of the certification premium is to acknowledge and reward the added value these provide to work unit and department goals. Certifications which may entitle an employee in the Engineering Technician series to this premium include those listed below. Other certifications may be added to this list with mutual agreement of the Union and County. An employee receiving certification pay under this Section shall not be required to perform work outside the classification except in accordance with the work out of class provisions of this Agreement.

- a. Through the Washington State Department of Licensing: Professional Land Surveyor, or the Fundamentals of Engineering waiver.
- b. Certification as an Engineer-in-Training through any state certifying agency equivalent to the Washington State Department of Licensing

7.2.2 To be eligible for the certification premium, employees must have a minimum of one (1) year as a Clark County employee in the Engineering Technician series, provide documentation of a current, active and appropriate certification, be performing satisfactorily, receive annual eligibility approval including the immediate Supervisor's verification that the certification is relevant to the employee's work assignment, and not currently be receiving any other premium such as the Survey Party-Chief or Project Manager premiums.

7.2.3 The effective date of the premium shall be the date of submission of the documentation of the certification to the immediate Supervisor.

**7.3 Project Management Premium.** The Engineering Division of the Department of Public Works has periodic need for employees to manage identified projects in construction, maintenance and other areas. This need may arise when the volume of projects requiring oversight exceeds the capacity of those regularly designated to manage projects. For purposes of the Project Management Premium program, employees not otherwise expected to manage projects as a part of their classifications may be eligible for premium pay when in Project Management assignments.

**7.3.1 Eligible Employees:**

All PROTEC17 members within the Department of Public Works and in one of the classifications listed in Section 7.3.2 are eligible to work as interim project Managers and earn premium pay under the provisions of this Section.

**7.3.2 Eligible classifications:**

Real Property Assistant	200
Environmental Programs Technician	204
Engineering Technician, Assistant	204
Real Property Agent I	205
Design Drafter	207
Engineer I	207
Engineering Technician	207
Traffic Signal Technician	207
Capital Program Specialist	208
Capital Project Mgr. I	208
Environmental Outreach Specialist	208
Real Property Agent II	208
Engineer II	210
Engineering Technician, Senior	210
Environmental Operations Specialist	210
Environmental Outreach Specialist, Sr	210
Real Property Agent III	210
Traffic Signal Technician, Sr	210
Capital Program Specialist, Senior	211
Capital Project Manager II	211
Environmental Operations Specialist, Sr	211
Engineer III	213
Capital Project Manager III	214
Traffic Engineer	214
Traffic Signal & Eng Ops Lead	216
DISC II	716

**7.3.3 Eligible Projects:** Any project approved by the Director of Public Works may be considered under this program.



**7.3.4 Application and Approval Procedures:** Employees who are assigned or who wish to volunteer for this program shall first receive the permission of their Section Supervisor, who will then submit their names in writing to the Project Manager Section Manager for consideration. As projects become available, the Project Manager Section Manager will select the employee based upon input from the Manager.

**7.3.5 Compensation:** Eligible employees approved and assigned to project management responsibilities under this Section will be eligible for premium pay of five (5%) percent. Such pay shall be based on the current hourly rate of pay and will be applied to actual hours worked as Project Manager. The premium pay will be processed through usual timesheet and work order documentation and will be coded as “Work out of Class”.

**7.3.6 Project Milestones and Cancellation of Premium.** Employees assigned to be project Managers under this Section will be measured against their ability to meet project milestones as identified in the Project Scoping Report which includes design, right of way, and construction. The Project Management Section Manager and the Public Works Director will have the sole right to cancel an employee’s participation in the program at any time it is determined the critical milestones are not being met as required under the project.

**8.0 Contracting Out.** Article 4.6 is supplemented as follows: The County shall provide sixty (60) calendar days’ notice to Local 17 for Requests for Proposals and Statements of Qualifications. The County shall provide an annual summary of work performed using on-call consulting contracts.

**9.0 Clothing Reimbursement.** Employees assigned to the following classifications will receive reimbursement for clothing and boots appropriate to the work as follows:

<b>Classification</b>	<b>Clothing reimbursement amount</b>
Engineer (series)	Up to \$250 per year
Engineering Technician (series)	Up to \$250 per year
Traffic Engineer	Up to \$250 per year
Traffic Signal Technician (series)	Up to \$250 per year
Dept Info Systems Coord	Up to \$250 per year
Environmental Program Technician	Up to \$200 per contract
Environmental Operations Specialist (series)	Up to \$250 per year
Environmental Outreach Specialist (series)	Up to \$200 per contract
Weed Control Technician	Up to \$350 per year
Weed Management Field Inspector	Up to \$350 per year
Capital Project Manager (series)	Up to \$250 per contract
Real Property Agent (series, excluding Real Property Assistant)	Up to \$250 per contract

## **10.0 Shift Differential** See Article 12, Section 12.13

If the short-term assignment is at management's request and qualifies for overtime payment pursuant to Article 10, Section 10.1.2, then shift differential will not be paid in addition to overtime. If the short-term assignment does not qualify for overtime then shift differential will be paid pursuant to the criteria described in Article 12, Section 12.13

## **11.0 Weekend Differential**

Employees who are required to work Saturdays as part of a regularly recurring work schedule will receive an additional \$1.25 per hour for actual hours worked between the hours of 12:00 AM (midnight) Friday night and 12:00 AM (midnight) Saturday night. Employees who occasionally work Saturday for special events will not be eligible for weekend pay in addition to overtime.

**12.0 Standby Pay.** Employees assigned to standby duty shall be compensated at the rate of \$1.50 for each hour on standby. For the purposes of this Section, standby duty assignments are defined as a requirement to remain accessible and available for a specified period (e.g., one (1) week) and employees are required to return to work immediately if called. Employees whose off-duty activities are not restricted and are merely subject to being called are not considered to be on standby.

12.1 Employees who carry a mobile device for the purposes of standby duty are entitled to standby pay for those time periods when their activities meet the above restrictions.

12.2 Employees on standby are entitled to the two (2) hour minimum callback pay for the first call-out in each twenty four (24) hour period of standby duty and each additional callback.

**13.0 Meal Allowances.** Employees directed to work overtime shall be eligible for a meal allowance of twelve dollars (\$12.00) after each four (4) consecutive hours of overtime worked contiguously with the regular shift. Employees shall be eligible for a meal allowance of twelve dollars (\$12.00) after eight (8) hours of mandatory overtime on a day off and again for each additional four (4) consecutive hours of overtime.

	4hrs OT contiguous with regular shift	8hrs OT contiguous with regular shift	8hrs OT on day off	12hrs OT on day off	16hrs OT on day off
# of Meal Allowances	1	2	1	2	3

## **APPENDIX C**

### **MEMORANDUM OF UNDERSTANDING BETWEEN CLARK COUNTY WASHINGTON AND THE COALITION OF UNIONS OPEIU LOCAL 11; PTE LOCAL 17; LIUNA LOCAL 335; AND AFSCME LOCAL 307**

This Memorandum of Understanding is entered into between Clark County Washington and the Coalition of Unions (OPEIU Local 11 – PTE Local 17 – AFSCME Local 307 – LIUNA Local 335) with the intent to allow proper communication between the parties listed above and in accordance with Article 12/Compensation within the Collective Bargaining Agreement.

It is mutually agreed by all parties effective upon ratification of this Agreement and for the duration of this Agreement the County agrees to a non-precedent setting “me too” clause; in that in the event that any or non-bargaining unit employee receives a salary adjustment approved by the County Council (be it a percentage increase, general cost of living increase, or flat dollar amount) given to any or non-bargaining unit employees; that is above the agreed upon increases defined in Article 12 to this Agreement, the same shall be provided to all bargaining unit employees as well.

Be it further agreed that this provision does not apply to binding interest arbitration Agreements; and does not apply to realignments for specific classifications or reclassifications for positions.

This Memorandum of Understanding shall be pursuant to the terms of Article 20 Grievance Procedure should there be any dispute regarding the interpretation and/or application.

## APPENDIX D

### MEMORANDUM OF UNDERSTANDING REGARDING HEALTHCARE BENEFITS

This is a Memorandum of Understanding between the undersigned parties regarding a Clark County Multi-party Healthcare Committee.

**Purpose:** It is the purpose of the Healthcare Committee, working within the negotiated parameters, to seek a balance between the continuance of the quality of care traditionally provided to the County's represented employees and keeping the parties' costs to a minimum, while meeting legal and contractual obligations.

**Committee Membership:** The Committee shall be comprised of two (2) representatives from each bargaining unit (including representation from their respective Union staff), two (2) representatives from the ranks of the non-represented employees and up to eight (8) representatives from management provided that bargaining unit representation shall always make-up no less than two-thirds (2/3) of the total membership.

Ratification of this Memorandum of Understanding by the signatories shall empower each party's selected representatives to reach a binding decision. Such decisions shall be reached by a two-thirds (2/3) majority of all members of the Committee present or via proxy. Members who will be absent during a meeting may participate in decisions by submitting a vote by proxy.

One (1) Union Representative and one (1) management representative will be selected to serve as meeting coordinators who will set meeting times and places, prepare agendas and arrange for meeting minutes to be prepared and distributed.

**Parameters of the Committee:** The Committee is authorized to determine healthcare benefits for the parties based upon the following parameters:

1. The Committee shall research and make decisions about the plan design, coverage and tiers, excluding eligibility, of medical, vision and dental insurances provided to employees.
2. The Committee will be responsible to ensure plan design encompasses Federal and State laws.
3. Any modifications, under number 1 and number 2 outlined herein, shall not need further ratification by bargaining units. Any such modifications must be in keeping with the spirit of this MOU as originally created.
4. A High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) will be included as an additional option, along with an HMO plan and a non-HMO plan. The particular design elements of the plan will be the responsibility of the Committee.

5. The Committee shall determine the cost distribution for the payment of insurance premiums between that portion contributed by the County and that which may be contributed by the employee.
6. The Committee shall meet on County time, but the County shall not be required to pay overtime to any member due to the scheduling of daytime meetings outside some members' normal work shifts. Committee members meeting outside of their regularly scheduled shift will be permitted to flex or adjust schedules if possible, to accommodate meeting attendance.
7. As the last item on its agenda, the Committee shall draft and publish an update of the meeting.
8. Departments within the County will promptly provide all requested information about insurance that is in the possession of the Departments.
9. The Committee will set meeting dates as determined necessary.

**Budget for the Committee:** The County's financial commitment to funding healthcare benefits shall be limited per the Per Employee Per Month (PEPM) budget. The Per Employee Per Month composite rate will be an escalated rate as shown below:

- Effective the 2022 calendar year the composite rate shall be one thousand four hundred and fifty dollars (\$1450.00) per employee per month.
- Effective the 2023 calendar year the composite rate shall be one thousand four hundred and seventy dollars (\$1470.00) per employee per month.
- Effective the 2024 calendar year the composite rate shall be one thousand four hundred and eighty dollars (\$1480.00) per employee per month.
- Employees will be responsible for contributing seven percent (7%) of the composite cost each year; and if costs exceed the composite budget and employee contribution both the County and employee shall share in the excess cost on a 50/50 basis.

## Decision Making:

- The Committee may choose to work with a Mediator. The Mediator shall not be a voting member of the Committee. However, if the Healthcare Committee is unable to reach a decision for any benefit year by September 1<sup>st</sup>, the Mediator shall direct a solution no later than October 1<sup>st</sup>. Such solution shall be binding on all parties to this Memorandum of Understanding. The Mediator's solution shall be within the parameters outlined above, based upon their understanding of the positions of the parties gained through the mediation process. Therefore, a formal hearing shall not be necessary.
- If any costs are attached to the Mediator's work they shall be paid as follows: Clark County fifty percent (50%); the remaining fees shall be divided equally among the participating units.

The County shall conduct a full evaluation of the Healthcare Committee, including but not limited to, process, charter, effectiveness, etc. The study/documentation shall be shared with the Union Representatives throughout the process on a monthly basis. Should the evaluation show the need to amend the processes, conditions of the Charter, or any other condition contained within this Memorandum of Understanding, the parties agree to open this memorandum and bargain those changes.

This MOU is covered under the grievance provisions of the Collective Bargaining Agreements for purposes of the parties' compliance with the terms and conditions contained herein.

This MOU shall expire December 31, 2024

## SIGNATURES:

 <b>Eileen Quiring-O'Brien, Chair BOCC</b> <b>Clark County Washington</b>	 <b>Maureen Goldberg, Executive Officer/Secretary - Treasurer</b> <b>OPEIU Local 11</b>
 <b>Kathleen Otto, County Manager</b> <b>Clark County Washington</b>	

## SIGNATORY HEALTH CARE COMMITTEE PARTICIPANTS:

LiUNA Local 335 – PROTEC Local 17 – AFSCME Local 307 – ILWU Local 8 –  
IAM Local 1432 – IT Guild – Juvenile Guild – Sheriff's Support Guild

## **APPENDIX E**

### **MEMORANDUM OF UNDERSTANDING** **BETWEEN** **CLARK COUNTY WASHINGTON** **AND PROFESSIONAL AND TECHNICAL EMPLOYEES, LOCAL 17**

This is a Memorandum of Understanding between the undersigned parties and is mutually agreed on that Clark County shall perform a compensation review of the following classifications:

- Engineer I, II, III Series
- Traffic Engineer
- Engineering Technician Series (following classification update)
- Traffic Signal Technician Series (following classification update)

The parties agree upon the following list of comparable employers to be used:

- Clackamas County, OR
- Kitsap County, WA
- Lane County, OR
- Thurston County, WA
- Spokane County, WA
- Washington County, OR

The County agrees to have an initial review completed by August 1, 2022. If analysis shows a classification to be below market, the parties agree to bargain the realignment. Any such alignment will be retroactive to July 1, 2021.

## **APPENDIX F**

### **MEMORANDUM OF UNDERSTANDING** **BETWEEN** **CLARK COUNTY WASHINGTON** **AND PROFESSIONAL AND TECHNICAL EMPLOYEES, LOCAL 17**

This is a Memorandum of Understanding between the undersigned parties and is mutually agreed on that Clark County shall perform a compensation review of the following classifications:

- Real Property Appraiser I, II's

The parties agree upon the following list of comparable employers to be used:

- Clackamas County, OR
- Kitsap County, WA
- Lane County, OR
- Thurston County, WA
- Spokane County, WA
- Washington County, OR

The County agrees to have an initial review completed by August 1, 2022. If analysis shows a classification to be below market, the parties agree to bargain the realignment. Any such alignment will be retroactive to July 1, 2021.



## **APPENDIX G**

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
CLARK COUNTY WASHINGTON  
AND PROFESSIONAL AND TECHNICAL EMPLOYEES, LOCAL 17

This Memorandum of Understanding is entered into between Clark County Washington and the Professional and Technical Employees Local 17 (PROTEC17) for the purpose of providing a retention incentive to PROTEC17 represented employees.

It is mutually agreed by all parties:

- Effective upon ratification of this Agreement all regular employees in PROTEC17 classifications identified in Appendix A and Appendix B shall receive a \$1000 retention bonus on the first paycheck following ratification.
- If an employee leaves between the date the incentive was paid and December 31, 2022 the \$1,000 will be deducted from their final paycheck at separation. Alternatively, an employee may opt out of receiving the retention bonus if they have a planned separation date prior to December 31, 2022.
- All regular employees in PROTEC17 classifications identified in Appendix A and Appendix B shall receive an additional \$500 retention bonus on the December 10, 2022 paycheck.
- If employee leaves between January 1, 2023 and June 30, 2023, the \$500 will be deducted from their final paycheck at separation. Alternatively, an employee may opt out of receiving the additional retention bonus if they have a planned separation date between January 1, 2023 and June 30, 2023.

Be it further agreed that this provision is non precedent setting.

This Memorandum of Understanding shall be pursuant to the terms of Article 20 Grievance Procedure should there be any dispute regarding the interpretation and/or application.