

**CLARK COUNTY WASHINGTON
TENTATIVE AGREEMENT via MEDIATION
UPDATED APRIL 8, 2022**

Color Key: ■ Reduction in benefit ■ Neutral ■ Increase in benefit

ECONOMIC PACKAGE ARTICLES – LAST OFFER

- **NEW Retention Incentive (Appendix H) –**
 - **\$1,000 paid upon ratification of contract**
 - If employee leaves between the date the incentive was paid and December 31, 2022 the \$1,000 will be deducted from final paycheck at separation
 - **Additional \$500 on December 10th paycheck**
 - If employee leaves between January 1, 2023 and June 30, 2023, the \$500 will be deducted from final paycheck at separation
 - Employees planning on retiring or other separation may opt out of the retention incentive
 - Incentive is not to be considered precedent setting and will not be carried into future

- **Article 12/Compensation –**
 - Section 12.3 Salary Increases
 - 2022 – **2.2%** increase (2022 will be retro to Jan. 1)
 - 2023 – **2%** increase
 - 2024 – **2%** increase

 - Section 12.8 Work Out of Class – **minimum 5%** increase (used to be 1-step equivalent)

 - Section 12.9 – Meal Allowance increased from ten dollar (\$10.00) to twelve dollars (**\$12.00**)

- **Appendix “D”/Healthcare Committee**
 - Added an escalated rate each year of the Agreement
 - 2022 – Thirty-dollar (**\$30.00**) increase to the previous year composite (\$1450)
 - 2023 – Twenty-dollar (**\$20.00**) increase to the previous year composite (\$1470)
 - 2024 – Ten dollar (**\$10.00**) increase to the previous year composite (\$1480)

 - Deleted irrelevant parameters.

- **Appendix “C”/Me Too Clause – Sustained the “Me Too” clause** with amendment to **delete reference to “other bargaining units.”** Historically the County has not given more

to another bargaining unit outside of the Coalition of Unions, preserves parity with non-reps.

MATERIAL AMENDED ARTICLES (Beyond grammatical cleanup)

- **Article 13/Vacation** – Grammatical cleanup and updates for gender neutral language
 - Section 13.2 – Amended accruals to current practice for Workday
- **Article 14/Holidays** – Grammatical cleanup and bring in LOA
 - Section 14.1 – Added Juneteenth
 - Deleted all references to Paid Time Off (PTO) as it is no longer in effect
 - Section 14.5 – Deleted Councilor Holiday (traded for Juneteenth prior to bargaining)
 - Grammatical cleanup for gender neutral language
- **Article 18/Other Benefits** – Changed from a reimbursement for a bus pass to the County providing and these are HOP CARDS for adults
- **Article 23/Scope and Duration** – Dates amended to a new contract term so that the parties would be on the County budget cycle. Instead of July through December it was changed to January through December.
- **Exhibit “A”** – Updated to reflect wage increases identified in Article 12/Compensation
- **Appendix “A”/Appraisers and Other Professionals Unit**
 - Adjust the Real Property Appraiser III to Pay Grade 257 (from 256)
 - Compensation Studies for Real Property Appraiser I & II’s, with back date to July 1, 2021 (see Appendix G)
 - Add Appraisal Analyst Senior to list of classifications the County will reimburse or otherwise pay the cost of securing and maintaining accreditation and/or state-certified licenses
- **Appendix “B”/Engineers and Other Professionals Unit**
 - Compensation Studies for Engineering and Traffic Engineering Series, with back date to July 1, 2021 (see Appendix F)
 - Classification analysis and compensation studies for Engineering Technician and Traffic Engineering Technician Series, with back date to July 1, 2021 (see Appendix F)

- Added **Senior Engineering Technicians** to list of positions eligible for Engineering Technician Certification Premium
- Added **DISC II** to list of eligible classifications for Project Management Premium
- Increased clothing/protective gear reimbursement for multiple classifications:

| Classification | Clothing reimbursement amount |
|---|--------------------------------------|
| 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 II | Up to \$250 per year |
| Environmental Operations Specialist (series) | Up to \$250 per year |
| Environmental Outreach Specialist (series) | Up to \$200 per contract |
| Environmental Program Technician | Up to \$200 per contract |
| Weed Management Field Inspector and Weed Control Technician | Up to \$350/year |
| Capital Project Manager (series) | Up to \$250 per contract |
| Real Property Agent (series, excluding Real Property Assistant) | Up to \$250 per contract |

- Added table clarifying when meal allowances are received:

| | 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 |

MINOR AMENDED ARTICLES (These are mostly grammatical or to align with current practice.)

- **Article 1/Recognition**
 - Section 1.2 – Amended “Temporary Employee” to “Temporary Worker”
 - Section 1.3 – Retitled department names that have changed
- **Article 2/Non-Discrimination** – Updated for gender neutral language
- **Article 3/Union Rights and Security** – Grammatical cleanup and alignment with Janus LOA
- **Article 4/Management Rights** – Grammatical cleanup
 - Section 4.3 – Amended “Temporary Employee” to “Temporary Worker”
- **Article 6/Union Representatives and Activities** – Updated for gender neutral language
- **Article 8/Job Assignments and Classification** – Clarified intent

- Section 8.2.5 – Added language that “Requests for a classification study is not the same as compensation studies; which must be requested during bargaining this Agreement” to clarify intent and practice.
- **Article 9/Filling of Vacancies**
 - Section 9.2 – Deleted “Employee-candidates within the pool shall be referred to available vacancies based on their overall qualifications as well as specific qualifications, skills and preferences for particular vacancies” as this is no longer the practice at the County.
 - Section 9.4.5 – Replaced “Temporary employees” with “Project employees” per MOA.
- **Article 10/Work Hours** – Grammatical cleanup
 - Section 10.3.2 – Added language under flex schedule that “a work week is defined as an employee’s regular work schedule as outlined in Section 9.1 to this Article” to clarify.
 - Section 10.5 – Deleted all job share language as it is a practice that the County no longer recognizes due to Workday issue.
- **Article 11/Overtime** – Grammatical cleanup and updates for gender neutral language
 - Section 11.1.1 – Defined what twenty-four (24) hours means with a beginning of 12:00am Sunday and ending at 11:59pm Saturday, consistent with Workday.
 - Section 11.1.2
 - Defined that the language is for a 9/80 schedule
 - Defined that the twenty-four (34) hours begins mid-point of the employees’ flex shift
 - Section 11.1.4 – New section defining that employees' may opt out of receiving overtime to temporarily flex their schedule; this is employee choice not mandatory.
 - Section 11.2 – Deleted Paid Time Off (PTO) reference as it is no longer in effect.
 - Section 11.6 – Amended “Temporary Employee” to “Temporary Worker”
- **Article 15/Sick Leave** – Grammatical cleanup and updates for gender neutral language
 - Section 15.81./First Bullet – Clarified language that attendance accountability is when an employee goes into an unpaid status
 - Section 15.9 – Deleted reference to Sick Leave Reserve banks as they no longer exist.
- **Article 16/Other Leaves** – Grammatical cleanup and updates for gender neutral language
 - Section 16.1.1 and Section 16.3.2 – Deleted Paid Time Off (PTO) reference as it no longer exists
 - Section 16.4.3 – Added “except if the employee has applied and/or is receiving Washington State Paid Family and Medical Leave benefits, PFLA” with regards to employees needing to exhaust paid leave banks before going on unpaid leave.
- **Article 17/Insurance** – Grammatical cleanup and alignment with current practice
 - Section 16.2 – Clarified that this section is referring to “County provided plans”
 - Section 16.2.5 – Corrected age from twenty-three (23) to twenty-six (26) in accordance with State law.

- Section 16.2.7 – Clarified that coverage on an unpaid leave “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)” which is current practice.
- Section 16.2.9 – Deleted as the job share option was removed.
- Section 16.6 – Corrected effective date from “ratification” to “hire date” for life insurance.
- Section 16.7 – Corrected pay continuation from “elimination” to “benefit waiting” period for long-term disability insurance.
- Section 16.9 – Clarified that this is under the Consolidated Omnibus Budget Reconciliation (COBRA) for any continuation of benefits when leaving employment.
- **Article 19/Discipline and Termination** – Minor updates and clean-up for gender neutral language
 - Section 19.3 – The Employer agrees to give the Union at least twenty-four (24) hours’ notice of disciplinary investigations.
- **Article 20/Grievance Procedure** – Grammatical cleanup for gender neutral language
- **Article 21/Definitions** – Grammatical cleanup and updates for gender neutral language
 - Reemployment amended from “two (2) years” to “twenty-four (24) months” – proposed 36 months, but was denied.
 - Amended “Temporary Employee” to “Temporary Worker”
- **Article 22/Substance Abuse** – Cleanup and updates for gender neutral language
 - Section 22.8 – Deleted Paid Time Off (PTO) reference as it is no longer in effect
- **Appendix “E”/Paid Time Off (PTO)** – Deleted as PTO language as it is no longer in effect.
- **Appendix “E”** – New appendix referencing the Washington State Long-Term Care Act (LTCA) as the act is still under review.

STATUS QUO ARTICLES

- Article 5/Labor Management Committee
- Article 7/Strikes and Lockouts