

# Kittitas County Human Resources

## Agenda Staff Report

**AGENDA DATE:**

12/19/2017

**ACTION REQUESTED:**

REQUEST TO APPROVE A MEMORANDUM OF UNDERSTANDING WITH AFSCME LOCAL 792 (ROAD UNION)

**BACKGROUND:**

AFSCME Local 792 represents the interests of Road Maintenance, Construction Technician, and Solid Waste/Compost Facility Operators.

In March of 2017 the County completed a market-based wage survey. Several positions in this Bargaining Unit were identified as eligible for a market-base wage increase. In addition, staffing changes in the department opened up the opportunity to modify the structure of the Construction Division, resulting in improved operational consistency and efficiency. The changes include removal of the Engineer Tech IV (vacant), and the addition of the Engineer Tech I and Traffic Technician to the Bargaining Unit.

Effective 1/1/18, the wage survey will be implemented, and changes to membership will be effective upon approval of the Memorandum.

Representatives of 792 and Kittitas County have reached a point of agreement on the attached MOU.

**INTERACTION:**

Lisa Young, Human Resource Director  
Mark Cook, Public Works Director  
Tom Cash, Staff Representative (Local 792)  
Christopher Horner, Deputy Prosecuting Attorney  
Judy Pless, Budget & Finance Manager  
Kittitas County Board of County Commissioners

**RECOMMENDATION:**

The Human Resource Department recommends approval the attached MOU.

**HANDLING:**

Please return two original(s) to HR.

**LEAD STAFF:**

Lisa Young