



Kittitas County Human Resources

205 W 5th Ave Suite 107 • Ellensburg, WA 98926

Phone: (509) 962-7082 • Fax: (509)962-7083

Website: www.co.kittitas.wa.us • Email: hr@co.kittitas.wa.us

MEMORANDUM OF UNDERSTANDING **BETWEEN KITTITAS COUNTY AND AFSCME LOCAL 792-CH** **RECOGNIZING THE RECLASSIFICATION OF PROBATION AND AUDITOR OFFICE STAFF**

This Memorandum of Understanding ("MOU") is entered into between Kittitas County and Washington State Council of County and City Employees, AFSCME Local 792-CH, for the purpose of establishing the following:

After thorough review and consideration of the staffing needs of the Misdemeanant Probation department, Kittitas County and AFSCME Local 792-CH have reached an agreement to reclassify the position of Office Assistant to Probation Secretary, with a wage scale that more accurately reflects the required knowledge, skills, and abilities to handle the range of assigned duties. As such, the following wage scale has been established:

Probation Secretary (<i>previously Office Assistant</i>), per 1/1/12 wage scales, effective 6/26/12						
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$2,403	\$2,457	\$2,512	\$2,569	\$2,627	\$2,686	\$2,746

Similarly, upon review of the budget and staffing needs of the Auditor's Office Accounting Division, Kittitas County and AFSCME Local 792-CH have agreed that the position of Accounting Technician will not be filled at this time. Some of the duties handled by that position have been shifted back to other agencies, and the remainder redistributed to existing staff. In recognition of some of the more complex work that will be assigned to the current Accounting Assistant, said employee will be reclassified to Accounting Assistant II (a new position), and remain at Step 7 of the following wage scale:

Accounting Assistant II (<i>new</i>), per 1/1/12 wage scales, effective 6/11/12						
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$2,622	\$2,681	\$2,741	\$2,802	\$2,865	\$2,929	\$2,994

The Union was kept informed and actively participated in the changes indicated herein. This MOU acknowledges the reclassified job titles and the respective wages assigned as of the implementation dates indicated above, and will remain in effect for the duration of the current Collective Bargaining Agreement, with the intention of being adopted in the next Collective Bargaining Agreement.

By acceptance and signature below, both parties agree that these solutions were reached through mutual understanding.



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DATED this 21st day of August, 2012.

FOR THE UNION:

A handwritten signature in blue ink, appearing to read "Tom Cash", written over a horizontal line.

Tom Cash, Staff Representative

A handwritten signature in blue ink, appearing to read "Dora Van Epps", written over a horizontal line.

Dora Van Epps, President, Local 792-CH

FOR THE EMPLOYER:

A handwritten signature in blue ink, appearing to read "Alan Crankovich", written over a horizontal line.

Alan Crankovich, Chairman

A handwritten signature in blue ink, appearing to read "Obie O'Brien", written over a horizontal line.

Obie O'Brien, Vice Chairman

A handwritten signature in blue ink, appearing to read "Paul Jewell", written over a horizontal line.

Paul Jewell, Commissioner

8/21/12