



ORIGINAL

Kittitas County Human Resources

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

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MEMORANDUM OF UNDERSTANDING
BETWEEN KITTITAS COUNTY AND AFSCME LOCAL 792
FOR IMPLEMENTATION OF THE COUNTY WAGE SURVEY AND RECLASSIFICATION OF SPECIFIC
POSITIONS IN PUBLIC WORKS

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

In March of 2017 the Board of County Commissioners (BOCC) and Human Resources completed work on a County wage survey. The BOCC made competitive compensation a priority for 2017, so in addition to the traditional comp counties other agencies within the local employment market were considered, such as Grant, Chelan, and Yakima County; as well as the City of Ellensburg. The BOCC then adopted guidelines which were used to create new wage scales for each position identified as below market, and each Department Head and Elected Official had the opportunity to participate in the process.

As a result, some positions within the Local 792 bargaining unit were identified as eligible for market-based increases. In addition, staffing changes brought an opportunity to modify the structure of the Construction Division, resulting in improved operational consistency and efficiency. The changes include the removal of Engineer Tech IV (vacant), and introduction of Engineer Tech I and Traffic Technician to the Bargaining Unit.

After acceptance and signature of this MOU, the Board of County Commissioners will amend the 2018 contract wage scales and employee compensation to reflect changes outlined in the attachment. The increases will be effective 1/1/18, and the changes to membership will be effective upon signing of this MOU.

This MOU will amend employee compensation only as indicated on the attachment; the remainder of the CBA will remain unaltered.

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



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DATED this 12th day of December, 2017.

FOR THE UNION:

A handwritten signature in blue ink, appearing to read "Tom Cash".

Tom Cash, Staff Representative

A handwritten signature in blue ink, appearing to read "James Walters".

James Walters, President, Local 792

FOR THE EMPLOYER:

A handwritten signature in blue ink, appearing to read "Paul Jewell".

Paul Jewell, Chairman

A handwritten signature in blue ink, appearing to read "Laura Osiadacz".

Laura Osiadacz, Vice Chairman

ABSENT

Obie O'Brien, Commissioner

Attest:

A handwritten signature in blue ink, appearing to read "Dawn Hyorsnik".
A circular seal with the text "KITTITAS COUNTY COMMISSIONERS" around the perimeter and "SEAL" in the center.
Clerk of the Board

Contract 7/1/17							
MECHANIC	21.68	22.17	22.67	23.18	23.69	24.21	24.74
Traffic Technician							
OPERATOR	21.68	22.17	22.67	23.18	23.69	24.21	24.74
ET I							
ET II	23.25	23.77	24.31	24.85	25.40	25.96	26.53
ET III	25.57	26.15	26.74	27.34	27.94	28.55	29.18

1/1/2018	1	2	3	4	5	6	7
MECHANIC	25.49	26.05	26.62	27.21	27.80	28.42	29.04
Traffic Technician	24.05	24.58	25.12	25.68	26.24	26.82	27.41
OPERATOR	24.05	24.58	25.12	25.68	26.24	26.82	27.41
ET I	24.41	24.95	25.50	26.06	26.63	27.22	27.82
ET II	26.20	26.78	27.37	27.97	28.59	29.22	29.86
ET III	27.99	28.61	29.24	29.88	30.54	31.21	31.90

7/1/2018	1	2	3	4	5	6	7
MECHANIC	25.74	26.31	26.89	27.48	28.08	28.70	29.33
Traffic Technician	24.29	24.83	25.37	25.93	26.50	27.09	27.68
OPERATOR	24.29	24.83	25.37	25.93	26.50	27.09	27.68
ET I	24.66	25.20	25.75	26.32	26.90	27.49	28.10
ET II	26.47	27.05	27.64	28.25	28.87	29.51	30.16
ET III	28.27	28.90	29.53	30.18	30.85	31.52	32.22