

Agenda Summary Report (ASR)

Franklin County Board of Commissioners

DATE SUBMITTED: 12/9/2020	PREPARED BY: Carlee Nave
Meeting Date Requested: 12/15/2020	PRESENTED BY: Carlee Nave
ITEM: (Select One) <input checked="" type="checkbox"/> Consent Agenda <input type="checkbox"/> Brought Before the Board Time needed:	
SUBJECT: Joint Bi-County: Amendment I to 2020-2021 Juvenile Clerical Collective Bargaining Agreement	
FISCAL IMPACT: Total annual impact of \$43,627 (Franklin County's annual share is \$15,697 (35.98%) for 2021)	
BACKGROUND: Bi-County bargaining teams have reached a tentative agreement after one negotiation session for the Juvenile Clerical 2021 wage and benefits opener. The details of the settlement include a 2% Cost of Living Adjustment (COLA) to the salary schedule, and a very slight (12 cents per month) reduction to the benefits contribution as the dental plan premium has been reduced for 2021. There are also some administrative language changes to the benefits article as requested by UEFT to reflect the current administration practices.	
RECOMMENDATION: Parties below recommend ratification of the CBA Amendment as presented.	
COORDINATION: Negotiation teams representing Benton and Franklin Counties and the Juvenile Detention unit reached a tentative agreement, which was ratified by the bargaining unit. Darryl Banks, Juvenile Justice Administrator participated in negotiations as a member of the bargaining team and will sign the amendment, along with the Presiding Superior Court Judge. Legal review was completed by Stephen Hallstrom in the Benton County Prosecuting Attorney's Office as is our practice for Bi-County Collective Bargaining Agreements. The Benton County Commissioners will sign at their next Board meeting.	
ATTACHMENTS: (Documents you are submitting to the Board) <ol style="list-style-type: none">1. Resolution – 2 Originals2. Amendment I to 2019-2021 Collective Bargaining Agreement – 2 Originals	
HANDLING / ROUTING: (Once document is fully executed it will be imported into Document Manager. Please list <u>name(s)</u> of parties that will need a pdf) Originals to HR for delivery to Benton County for signature.	

I certify the above information is accurate and complete.

Carlee Nave

Carlee Nave, HR Director

JOINT RESOLUTION

BENTON COUNTY RESOLUTION NO. _____

FRANKLIN COUNTY RESOLUTION NO. _____

**BEFORE THE BOARD OF COMMISSIONERS OF BENTON AND FRANKLIN
COUNTIES, WASHINGTON**

**IN THE MATTER OF THE 2019-2021 AGREEMENT BETWEEN BENTON AND FRANKLIN
COUNTIES, AND BENTON-FRANKLIN JUVENILE COURT GUILD, REPRESENTING
JUVENILE COURT EMPLOYEES, AMENDMENT I.**

WHEREAS, negotiators for Benton and Franklin Counties have negotiated and reached an agreement with Benton-Franklin Juvenile Court Guild, representing Juvenile Court employees negotiating team for the 2019-2021 Agreement Amendment I; **NOW, THEREFORE**,

BE IT RESOLVED, that the Benton and Franklin Counties Board of Commissioners approve Amendment I of the 2019-2021 Agreement between Benton and Franklin Counties, and Benton-Franklin Juvenile Court Guild, representing Juvenile Court employees as negotiated and are authorized to sign the same; and

BE IT FURTHER RESOLVED, that the Amendment is effective January 1, 2021 and shall remain in effect for the duration of the Agreement.

Dated this ____ day of _____, 20__.

Dated this ____ day of _____, 20__.

BENTON COUNTY BOARD OF
COMMISSIONERS

FRANKLIN COUNTY BOARD OF
COMMISSIONERS

Chairman of the Board

Chairman of the Board

Member

Member

Member

Member

Constituting the Board of Commissioners
of Benton County, Washington

Constituting the Board of Commissioners
of Franklin County, Washington

Attest.....
Clerk of the Board

Attest.....
Clerk of the Board

AMENDMENT I
to
2019 – 2021 AGREEMENT
Between
BENTON-FRANKLIN COUNTIES JUVENILE DEPARTMENT
And The
BENTON-FRANKLIN JUVENILE COURT GUILD

Representing JUVENILE COURT EMPLOYEES

Benton-Franklin Counties Juvenile Department (Employer) and the Benton-Franklin Juvenile Court Guild (Guild), hereby agree to amend the Collective Bargaining Agreement (CBA) in effect from January 1, 2019, through December 31, 2021, as follows:

1. Section 8.2 is hereby amended to read:

2019: Effective January 1, 2019, the 2018 Salary Schedule will be increased by two and a half percent (2.5%). This calculation and process shall be determined and established by the Benton County Commissioner's Office. The 2019 Salary Schedule is attached as Appendix A.

2020: Effective January 1, 2020, the 2019 Salary Schedule will be increased by two and a half percent (2.5%) for 2020.

2021: ~~For the year 2021, this Agreement will be open for limited negotiations to determine any wage adjustments to the Salary Schedule.~~ Effective January 1, 2021, the Salary Schedule will be increased by two percent (2.0%) for 2021. This calculation and process shall be determined and established by the Benton County Commissioner's Office. The 2021 Salary Schedule is attached.

To be eligible for any pay increases, the employee must be employed by the Benton-Franklin Counties Juvenile Justice Center on the date of last signature on the agreement. Employees who are no longer employed by the Employer in this bargaining unit on that date are not entitled to any of the increases in wages and benefits.

2. Section 9.2 is hereby amended to read as follows:

The Employer will provide the United Employees Benefit Trust (UEBT) Plan A6 (Composite) and the ~~Group Health Kaiser~~ high deductible plan as the plans for medical and hospital coverage available to all employees.

- 9.2.1 2019: Effective the date of the last signature affixed to this agreement, the Employer agrees to pay up to a maximum of One Thousand, Forty-Seven and

03/100 Dollars (\$1,047.03) per month towards medical, dental, vision, and life insurance coverage.

9.2.2 2020: Effective January 1, 2020, the Employer's contribution will change to cover the employee only premium towards medical, dental, vision, and life insurance up to ten percent (10%) based on the 2019 baseline of one thousand, forty-seven and 03/100 Dollars (\$1,047.03). Any and all increases in premiums over the 2019 baseline in excess of ten percent (10%) shall be borne one hundred percent (100%) by the employees. In the event the premium is reduced, the employer will reduce their contribution by that amount.

9.2.3 2021: ~~This Agreement will be open for limited negotiations to determine the Employer and employee contributions towards insurance costs. Effective January 1, 2021, the employer agrees to pay up to a maximum of one thousand, forty-six, and 91/100 Dollars (\$1,046.91) per month towards medical, dental, vision, and life insurance.~~

Section 9.5 is hereby amended to read as follows:

For UEBT coverage, the employee is eligible if they are a regular full-time employee and ~~was compensated had~~ forty (40) compensable hours or more the previous calendar month. If the employee is a regular full-time employee and elects ~~Group Health Kaiser~~ (Washington Counties Insurance Fund or "WCIF") and is hired on the 1st of the month, coverage begins on the 1st of that month; if hired on the 2nd through the 31st, coverage begins the 1st of the following month. If the first falls on a weekend or holiday and the employee reports to work on the first business day following, coverage is retroactive to the first of the month.

Section 9.6 is hereby amended to read as follows:

The eligibility of an employee for insurance benefits terminates at the end of any month that the employee fails to meet the above eligibility and enrollment requirements. If the employee has benefits with UEBT and ~~was compensated had~~ at least forty (40) compensable or more hours during the last calendar month of employment, coverage extends through the end of the month following termination. If the employee has WCIF benefits, coverage ends the last day of the month in which employment terminated.

3. No other language in the CBA is amended or intended to be changed or modified.
4. Except as otherwise stipulated above, this Amendment is effective as of January 1, 2021.

IN WITNESS WHEREOF, the parties hereto agree to the terms and conditions of this Amendment and have caused it to be signed by their duly constituted and legal representatives as follows:

**BENTON-FRANKLIN COUNTIES
JUVENILE DEPARTMENT**

Carril Range
Presiding Superior Court Judge
Date: 12/9/20

Darryl Banks
Darryl Banks
Juvenile Justice Administrator
Date: 12/10/2020

**BOARD OF BENTON COUNTY
COMMISSIONERS**

Chair

Member

Member

Constituting the Board of
Benton County Commissioners

Attest:

Clerk to the Board

Date: _____

Approved as to form:

Stephen Hallstrom
Stephen Hallstrom,
Benton County Deputy Prosecuting Attorney

**BENTON-FRANKLIN JUVENILE
COURT GUILD**

Erin Callies
Erin Callies, President
Date: 12/10/2020

**BOARD OF FRANKLIN COUNTY
COMMISSIONERS**

Chair

Member

Member

Constituting the Board of
Franklin County Commissioners

Attest:

Clerk to the Board

Date: _____

2021 SALARY SCHEDULE

2019 - 2021

Agreement by and between
Boards of Benton and Franklin County Commissioners
and
Benton-Franklin
Juvenile Court Guild

COVERING JUVENILE CLERICAL GUILD

GRADE	STEPS in \$.....								
	A	B	C	D	E	F	G	H	I
15	4708	4802	4970	5144	5324	5510	5703	5903	6110
14	4483	4573	4733	4899	5070	5247	5431	5621	5818
13	4271	4356	4508	4666	4829	4998	5173	5354	5541
12	4067	4148	4293	4443	4599	4760	4927	5099	5277
11	3874	3951	4089	4232	4380	4533	4692	4856	5026
10	3688	3762	3894	4030	4171	4317	4468	4624	4786
9	3513	3583	3708	3838	3972	4111	4255	4404	4558
8	3345	3412	3531	3655	3783	3915	4052	4194	4341
7	3185	3249	3363	3481	3603	3729	3860	3995	4135
6	3034	3095	3203	3315	3431	3551	3675	3804	3937
5	2889	2947	3050	3157	3268	3382	3500	3623	3750
4	2752	2807	2905	3007	3112	3221	3334	3451	3572
3	2621	2673	2767	2864	2964	3068	3175	3286	3401
2	2497	2547	2636	2728	2823	2922	3024	3130	3240
1	2377	2425	2510	2598	2689	2783	2880	2981	3085

2021 SALARY SCHEDULE

2019 - 2021

Agreement by and between
Boards of Benton and Franklin County Commissioners
and
Benton-Franklin
Juvenile Court Guild

COVERING JUVENILE CLERICAL GUILD

TITLE	GRADE
COUNSELOR III	15
COUNSELOR II	13
DETENTION SUPERVISOR	13
ACCOUNTING ASSISTANT III	09
ACCOUNTING ASSISTANT II	07
LEGAL SECRETARY IV	07
LEGAL PROCESS ASSISTANT IV	07
LEGAL SECRETARY III	06
LEGAL PROCESS ASSISTANT III	06
LEGAL PROCESS ASSISTANT II	04

cc: Juvenile, Payroll, Human Resources, Guild, BCPA, BC/FC Administration