

Agenda Summary Report (ASR)

Franklin County Board of Commissioners

DATE SUBMITTED: 12/31/2020	PREPARED BY: Carlee Nave
Meeting Date Requested: 1/12/2021	PRESENTED BY: Carlee Nave
ITEM: (Select One) <input checked="" type="checkbox"/> Consent Agenda <input type="checkbox"/> Brought Before the Board Time needed:	
SUBJECT: Amendment II to Local 874-CH 2019-2021 Collective Bargaining Agreement	
FISCAL IMPACT: \$58,249 for 2021 (\$45,195 Current Expense)	
BACKGROUND: Negotiators have reached a tentative agreement after informal discussions for the 2021 wage opener for the 2019 - 2021 Courthouse CBA. Summary of settlement details (other than minor administrative edits, including date changes): <u>Article 19.1</u> – 1.5% cost of living adjustment (COLA) for 2021.	
RECOMMENDATION: Parties below recommend ratification of the Amendment as presented.	
COORDINATION: In light of COVID-19 restrictions on gatherings, negotiators had an informal discussion regarding settlement. The Amendment has been signed by the unit leadership and AFSCME Staff Representative, S Pinkerton. M Stein, Accounting Assistant III, provided the fiscal impact and legal review was completed by J. Johnson in the Prosecuting Attorney's Office.	
ATTACHMENTS: (Documents you are submitting to the Board) <ol style="list-style-type: none"> 1. Resolution 2. Amendment II to Collective Bargaining Agreement 	
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) n/a – HR will distribute	

I certify the above information is accurate and complete.

Carlee Nave Carlee Nave, HR Director

FRANKLIN COUNTY RESOLUTION _____

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON**

*AMENDMENT II to
2019-2021 LOCAL 874-CH COLLECTIVE BARGAINING AGREEMENT*

WHEREAS, pursuant to RCW 36.01.010 and RCW 36.32.120 the legislative authority of each county is authorized to enter into contracts on behalf of the county and have the care of county property and management of county funds and business; and

WHEREAS, the Board of Franklin County Commissioners constitutes the legislative authority of Franklin County and deems entering into the attached agreement as being in the best interest of the Franklin County.

NOW, THEREFORE, BE IT RESOLVED the attached Amendment II to the 2019-2021 Collective Bargaining Agreement, by and between Franklin County and Local 874-CH of American Federation of State, County & Municipal Employees and the Washington State Council of City & County Employees, is hereby approved by the Board.

DATED this _____ day of _____, 2021.

**BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON**

Chair

Chair Pro Tem

ATTEST:

Member

Clerk of the Board

AMENDMENT II
to
2019 - 2021
COLLECTIVE BARGAINING AGREEMENT
By and Between
FRANKLIN COUNTY
And
LOCAL 874-CH
Of
American Federation of State, County & Municipal Employees and the Washington State
Council of County & City Employees

Franklin County (Employer) and Local 874-CH (Union), hereby agree to amend the Collective Bargaining Agreement (CBA) in effect from January 1, 2019, through December 31, 2021, as follows:

1. Article 19.1 is hereby amended to read:

19.1 Cost of Living Adjustment (COLA). Effective January 1, 2019, the 2018 Salary Matrix will be increased by 2.5%.

Effective March 1, 2019 Phase 1 of the Compensation Review changes will be implemented as reflected in Appendices A and B-1.

Effective June 1, 2019 Phase 2 of the Compensation Review changes will be implemented as reflected in Appendices A and B-1.

Effective September 1, 2019 Phases 3 and 4 of the Compensation Review changes will be implemented as reflected in Appendices A and B-1.

For 2020, the salary matrix will be increased by two percent.

For 2021, the salary matrix will be increased by one and one-half percent.

2. Appendix A is hereby amended to read:

2021 FRANKLIN COUNTY LOCAL 874-CH 7.5 HOUR MATRIX (Effective 1/1/2021)								
		1	2	3	4	5	6	7
	18	62,146.50	65,266.50	68,542.50	72,033.00	75,640.50	79,443.00	83,440.50
Bi-Weekly		2,390.25	2,510.25	2,636.25	2,770.50	2,909.25	3,055.50	3,209.25
7.5 Hr Hourly		31.87	33.47	35.15	36.94	38.79	40.74	42.79
7.5 Hr OT		47.81	50.21	52.73	55.41	58.19	61.11	64.19
	17	56,491.50	59,319.00	62,302.50	65,481.00	68,757.00	72,208.50	75,855.00
Bi-Weekly		2,172.75	2,281.50	2,396.25	2,518.50	2,644.50	2,777.25	2,917.50
7.5 Hr Hourly		28.97	30.42	31.95	33.58	35.26	37.03	38.90
7.5 Hr OT		43.46	45.63	47.93	50.37	52.89	55.55	58.35
	16	51,343.50	53,917.50	56,628.00	59,514.00	62,497.50	65,637.00	68,952.00
Bi-Weekly		1,974.75	2,073.75	2,178.00	2,289.00	2,403.75	2,524.50	2,652.00
7.5 Hr Hourly		26.33	27.65	29.04	30.52	32.05	33.66	35.36
7.5 Hr OT		39.50	41.48	43.56	45.78	48.08	50.49	53.04
	15	46,663.50	49,003.50	51,480.00	54,093.00	56,803.50	59,670.00	62,673.00
Bi-Weekly		1,794.75	1,884.75	1,980.00	2,080.50	2,184.75	2,295.00	2,410.50
7.5 Hr Hourly		23.93	25.13	26.40	27.74	29.13	30.60	32.14
7.5 Hr OT		35.90	37.70	39.60	41.61	43.70	45.90	48.21
	14	42,412.50	44,538.00	46,800.00	49,159.50	51,636.00	54,229.50	56,959.50
Bi-Weekly		1,631.25	1,713.00	1,800.00	1,890.75	1,986.00	2,085.75	2,190.75
7.5 Hr Hourly		21.75	22.84	24.00	25.21	26.48	27.81	29.21
7.5 Hr OT		32.63	34.26	36.00	37.82	39.72	41.72	43.82
	13	38,551.50	40,482.00	42,529.50	44,674.50	46,917.00	49,276.50	51,772.50
Bi-Weekly		1,482.75	1,557.00	1,635.75	1,718.25	1,804.50	1,895.25	1,991.25
7.5 Hr Hourly		19.77	20.76	21.81	22.91	24.06	25.27	26.55
7.5 Hr OT		29.66	31.14	32.72	34.37	36.09	37.91	39.83
	12	35,041.50	36,796.50	38,649.00	40,599.00	42,646.50	44,791.50	47,053.50
Bi-Weekly		1,347.75	1,415.25	1,486.50	1,561.50	1,640.25	1,722.75	1,809.75
7.5 Hr Hourly		17.97	18.87	19.82	20.82	21.87	22.97	24.13
7.5 Hr OT		26.96	28.31	29.73	31.23	32.81	34.46	36.20
	11	31,843.50	33,442.50	35,119.50	36,894.00	38,746.50	40,696.50	42,763.50
Bi-Weekly		1,224.75	1,286.25	1,350.75	1,419.00	1,490.25	1,565.25	1,644.75
7.5 Hr Hourly		16.33	17.15	18.01	18.92	19.87	20.87	21.93
7.5 Hr OT		24.50	25.73	27.02	28.38	29.81	31.31	32.90

2021 FRANKLIN COUNTY LOCAL 874-CH 8 HOUR MATRIX (Effective 1/1/2021)

		1	2	3	4	5	6	7
	18	66,289.60	69,617.60	73,112.00	76,835.20	80,683.20	84,739.20	89,003.20
Bi-Weekly		2,549.60	2,677.60	2,812.00	2,955.20	3,103.20	3,259.20	3,423.20
8 Hr Hourly		31.87	33.47	35.15	36.94	38.79	40.74	42.79
8 Hr OT		47.81	50.21	52.73	55.41	58.19	61.11	64.19
	17	60,257.60	63,273.60	66,456.00	69,846.40	73,340.80	77,022.40	80,912.00
Bi-Weekly		2,317.60	2,433.60	2,556.00	2,686.40	2,820.80	2,962.40	3,112.00
8 Hr Hourly		28.97	30.42	31.95	33.58	35.26	37.03	38.90
8 Hr OT		43.46	45.63	47.93	50.37	52.89	55.55	58.35
	16	54,766.40	57,512.00	60,403.20	63,481.60	66,664.00	70,012.80	73,548.80
Bi-Weekly		2,106.40	2,212.00	2,323.20	2,441.60	2,564.00	2,692.80	2,828.80
8 Hr Hourly		26.33	27.65	29.04	30.52	32.05	33.66	35.36
8 Hr OT		39.50	41.48	43.56	45.78	48.08	50.49	53.04
	15	49,774.40	52,270.40	54,912.00	57,699.20	60,590.40	63,648.00	66,851.20
Bi-Weekly		1,914.40	2,010.40	2,112.00	2,219.20	2,330.40	2,448.00	2,571.20
8 Hr Hourly		23.93	25.13	26.40	27.74	29.13	30.60	32.14
8 Hr OT		35.90	37.70	39.60	41.61	43.70	45.90	48.21
	14	45,240.00	47,507.20	49,920.00	52,436.80	55,078.40	57,844.80	60,756.80
Bi-Weekly		1,740.00	1,827.20	1,920.00	2,016.80	2,118.40	2,224.80	2,336.80
8 Hr Hourly		21.75	22.84	24.00	25.21	26.48	27.81	29.21
8 Hr OT		32.63	34.26	36.00	37.82	39.72	41.72	43.82
	13	41,121.60	43,180.80	45,364.80	47,652.80	50,044.80	52,561.60	55,224.00
Bi-Weekly		1,581.60	1,660.80	1,744.80	1,832.80	1,924.80	2,021.60	2,124.00
8 Hr Hourly		19.77	20.76	21.81	22.91	24.06	25.27	26.55
8 Hr OT		29.66	31.14	32.72	34.37	36.09	37.91	39.83
	12	37,377.60	39,249.60	41,225.60	43,305.60	45,489.60	47,777.60	50,190.40
Bi-Weekly		1,437.60	1,509.60	1,585.60	1,665.60	1,749.60	1,837.60	1,930.40
8 Hr Hourly		17.97	18.87	19.82	20.82	21.87	22.97	24.13
8 Hr OT		26.96	28.31	29.73	31.23	32.81	34.46	36.20
	11	33,966.40	35,672.00	37,460.80	39,353.60	41,329.60	43,409.60	45,614.40
Bi-Weekly		1,306.40	1,372.00	1,440.80	1,513.60	1,589.60	1,669.60	1,754.40
8 Hr Hourly		16.33	17.15	18.01	18.92	19.87	20.87	21.93
8 Hr OT		24.50	25.73	27.02	28.38	29.81	31.31	32.90

INITIALED WHEREOF, the parties hereto have set their hands this _____ day of _____, 2021.

LOCAL 874-CH, COUNCIL 2

BOARD OF FRANKLIN COUNTY COMMISSIONERS:

M. Elizondo
Local 874-CH President

Chair

Steve Pinkerton
Steve Pinkerton, Area Representative

Chair Pro Tem

Member

Kevin Wesley
Kevin Wesley, Negotiator

APPROVED AS TO FORM:
[Signature]
Prosecuting Attorney's Office