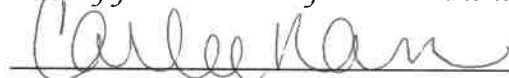


Agenda Summary Report (ASR)

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: Appraisers' Collective Bargaining Agreement Extension, including 2021 Wages and Benefits	
FISCAL IMPACT: \$4,119	
BACKGROUND: The Appraisers' unit CBA expires on 12/31/2020. Due to some of the uncertainty and challenges resulting from the COVID-19 pandemic, negotiating teams agreed to open for limited negotiations and extend most of the existing CBA provisions until 12/31/2021. This agreement also aligns this group with the term of the other Franklin County AFSCME-represented units. Summary of settlement details: <u>Article 10.1</u> - Documents date for 2021 Christmas Holiday. <u>Article 14.6</u> – Reduces minimum PTO utilization for 2021 only from 75 hours to 37.5 hours. <u>Article 18.1</u> – No change to County benefit contribution. <u>Article 19.1</u> – 1.5% Cost of living adjustment (COLA). <u>Article 26</u> – New contract term, expiring 12/31/2021.	
RECOMMENDATION: Parties below recommend ratification of the Memorandum as presented.	
COORDINATION: Due to COVID-19 restrictions, negotiators had informal discussions regarding settlement. The Agreement has been signed by 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, Chief Civil Deputy Prosecuting Attorney/Risk Manager.	
ATTACHMENTS: (Documents you are submitting to the Board) 1. Resolution 2. Memorandum of 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, HR Director

FRANKLIN COUNTY RESOLUTION _____

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

MEMORANDUM OF AGREEMENT, ADDENDUM TO RESOLUTION 2017-385

WHEREAS, Franklin County Resolution 2017-385 approved the 2018-2020 Collective Bargaining Agreement between Franklin County and the American Federation of State, County & Municipal Employees and the Washington State Council of County & City Employees, Local 2658-F (Appraisers); and

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 Memorandum of Agreement between the Board of Franklin County Commissioners, the Franklin County Assessor, and the American Federation of State, County & Municipal Employees and the Washington State Council of County & City Employees, Local 2658-F (Appraisers), 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

MEMORANDUM OF AGREEMENT

ADDENDUM TO RESOLUTION 2017-385 APPROVING THE 2018-2020 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOARD OF FRANKLIN COUNTY COMMISSIONERS, COUNTY ASSESSOR, AND LOCAL 2658-F (APPRAISERS) OF AMERICAN FEDERATION OF STATE, COUNTY, & MUNICIPAL EMPLOYEES AND THE WASHINGTON STATE COUNCIL OF COUNTY & CITY EMPLOYEES

This MEMORANDUM OF AGREEMENT (hereinafter "MOA") is entered into by and between Franklin County and Local 2658-F (Appraisers), hereinafter the "Union."

WHEREAS, a 2018-2020 Collective Bargaining Agreement, hereinafter known and referenced as "Agreement," between the above-named parties currently exists with a termination date of December 31, 2020; and

WHEREAS, due to restrictions and challenges associated with the COVID-19 pandemic, the parties feel extension of the Agreement is appropriate; and

WHEREAS, in accordance with ARTICLE 26 – TERM OF AGREEMENT the above-named parties have met and negotiated a settlement for 2021 as follows:

1. Article 10.1 is hereby amended to read:

10.1 Recognized Holidays. The following legal paid holidays shall be recognized:

New Year's Day	January 1
Martin Luther King Jr. Day	Third Monday in January
Presidents' Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veterans Day	November 11
Thanksgiving Day	Fourth Thursday in November
The Day after Thanksgiving	Fourth Friday in November
Christmas Day	December 25
One Floating Holiday**	
Christmas Holiday*	

And any day proclaimed a legal holiday by Governor's Proclamation, Presidential Declaration, and/or through Legislative or Congressional action, subject to County established standards for eligibility.

*To be negotiated each year as to whether it will be the first or second day before or the first or second day after Christmas: The parties agree that the Christmas holidays shall be taken on:

- December 24, 2018
- December 24, 2019
- December 24, 2020
- December 23, 2021

** To be used or lost in the year earned, and to be scheduled off by mutual agreement of the employee and the County. Any probationary employee shall not be entitled to use the floating holiday until satisfactorily completing probation.

2. Article 14.6 is hereby amended to read:

14.6 Mandatory Minimum Utilization. One year after the probationary period of County service is completed, eligible employees must take a minimum of 75 hours of scheduled PTO each calendar year. Days off do not need to be sequential.

FOR 2021 ONLY: Eligible employees must take a minimum of 37.5 hours of scheduled PTO for the calendar year. Days off do not need to be sequential.

3. Article 18.1 is hereby amended to read:

18.1 County Benefits.

For 2018, the County shall contribute a total maximum contribution of up to the amount of \$1030.00, to insurance eligible employees as follows:

Medical insurance coverage, County paid premium up to	\$ 945.00 monthly
Dental insurance coverage, County paid premium up to	\$ 61.61 monthly
Vision insurance coverage, County paid premium up to	\$ 13.84 monthly
Life Insurance AD&D coverage, County paid premium up to	\$ 4.56 monthly
Long Term Disability/EAP coverage, County paid premium up to	\$ 4.99 monthly

The difference between the premiums for plans selected by the employee and the amount of County contribution, if greater, shall be paid to the employee's deferred compensation account or taken as cash in lieu of insurance as elected by the employee and in accordance with County processes, grossed down for taxes (i.e. the applicable FICA rate of .0765 at time of adoption, and as may be adjusted by the Federal Government from time to time), and then subject to standard withholding. In the event that no election is made by the employee, this payment shall be paid as cash in lieu of insurance.

2019: For 2019, there will be no change to the Employer's contribution to benefits.

2020: For 2020, there will be no change to the Employer's contribution to benefits.

2021: For 2021, there will be no change to the Employer's contribution to benefits.

4. Article 19.1 is hereby amended to read:

19.1 Salary Schedule – Appendix A

2018: The 2017 Appraisers Seven Step Matrix will be increased by two percent.

2019: Effective January 1, 2019, the salary matrix will be increased by 2.5%.

Effective January 1, 2019, the Compensation Study recommendations will be fully implemented for all positions within this unit, as reflected in Appendix A.

2020: Effective January 1, 2020, the salary matrix will be increased by two percent.

2021: Effective January 1, 2021, the salary matrix will be increased by one and one-half percent.

5. Article 26 is hereby amended to read:

This Agreement shall become effective January 1, 2018 and shall remain in effect until ~~December 31, 2020~~ December 31, 2021.

The parties shall commence negotiations upon any proposed modifications according to Article 5. The Agreement shall remain in full force and effect during such negotiations. If, however, no agreement is reached with respect to all such proposed modifications and/or proposals that may be presented for negotiations, after the date on which the Agreement otherwise would have expired, either party thereafter may terminate the Agreement 30 days after written notice of termination is delivered to the other party.

6. Appendix A is hereby amended to read:

Grade 16	1	2	3	4	5	6	7
ANNUAL	\$ 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
Grade 14	1	2	3	4	5	6	7
ANNUAL	\$ 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

Real Property Appraiser I - Grade 14

Real Property Appraiser II - Grade 16

NOW, THEREFORE, BE IT RESOLVED, this Memorandum of Agreement shall remain in effect during the term of the Agreement.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Agreement to be signed by their duly constituted and legal representative on this _____ day of _____, ~~2020.~~
2021

**FOR THE COUNTY:
Franklin County Assessor**


Peter McEnderfer, Assessor

Board of County Commissioners


Chair

Chair Pro Tem

Member


Kevin Wesley, Negotiator

**FOR THE UNION:
Local 2658-F, Council 2**


Monica Crutchfield, President, Local 2658-F


Steve Pinkerton, Staff Representative

APPROVED AS TO FORM:


Prosecuting Attorney's Office