


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 2019-2021 Collective Bargaining Agreement	
FISCAL IMPACT: \$22,549 for 2021 (\$0 Current Expense)	
BACKGROUND: Negotiators have reached a tentative agreement after informal discussions for the 2021 wage opener for the 2019 - 2021 Roads 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) <p>n/a – HR will distribute</p>	

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**

*AMENDMENT II to
2019-2021 LOCAL 874 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 Board of County Commissioners and Local 874, Council 2 of the American Federation of State, County & Municipal Employees, AFL-CIO, 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 I
to
2019 - 2021
COLLECTIVE BARGAINING AGREEMENT
By and Between
FRANKLIN COUNTY BOARD OF COMMISSIONERS
And
LOCAL 874, Council 2
Of the
American Federation of State, County and Municipal Employees, AFL-CIO

Franklin County (Employer) and Local 874 (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 Wages.

Effective January 1, 2019, the 2018 Salary Matrix will be increased by 2.5%.

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

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

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

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 Local 874 (Public Works) effective 1/1/2021								
		1	2	3	4	5	6	7
Hourly	15	23.93	25.13	26.40	27.74	29.13	30.60	32.14
Overtime		35.90	37.70	39.60	41.61	43.70	45.90	48.21
Hourly	14	21.75	22.84	24.00	25.21	26.48	27.81	29.21
Overtime		32.63	34.26	36.00	37.82	39.72	41.72	43.82
Hourly	13	19.77	20.76	21.81	22.91	24.06	25.27	26.55
Overtime		29.66	31.14	32.72	34.37	36.09	37.91	39.83
Hourly	12	17.97	18.87	19.82	20.82	21.87	22.97	24.13
Overtime		26.96	28.31	29.73	31.23	32.81	34.46	36.20
Hourly	11	16.33	17.15	18.01	18.92	19.87	20.87	21.93
Overtime		24.50	25.73	27.02	28.38	29.81	31.31	32.90

IN WITNESS WHEREOF, the parties hereto have set their hands this ___ day of _____, 2021.

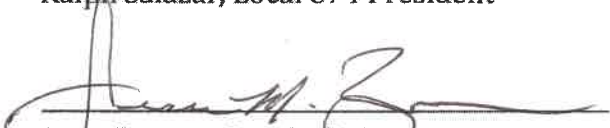
LOCAL 874, COUNCIL 2, AMERICAN
FEDERATION OF STATE, COUNTY &
MUNICIPAL EMPLOYEES, AFL-CIO:

BOARD OF FRANKLIN COUNTY
COMMISSIONERS:




Ralph Salazar, Local 874 President

Chair



Jesse Zamora, Local 874 Vice-President

Chair Pro Tem




Steve Pinkerton, Staff Representative

Member



Kevin Wesley, Negotiator

APPROVED AS TO FORM:



12/18/2020
Prosecuting Attorney's Office