

WORKING AGREEMENT

Between

ASOTIN COUNTY COMMISSIONERS

and

ASOTIN COUNTY SHERIFF'S OFFICE

and the

WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,

LOCAL 1476-S

OF THE AMERICAN FEDERATION OF STATE, COUNTY

AND MUNICIPAL EMPLOYEES, AFL-CIO

EFFECTIVE JANUARY 1, 2023

THROUGH DECEMBER 31, 2025

TABLE OF CONTENTS

PREAMBLE.....	3
ARTICLE 1 - RECOGNITION.....	3
ARTICLE 2 - MANAGEMENT RIGHTS.....	3
ARTICLE 3 - UNION/MANAGEMENT RELATIONS.....	4
ARTICLE 4 - UNION SECURITY.....	5
ARTICLE 5 - UNION ACTIVITIES.....	6
ARTICLE 6 - HOURS OF WORK.....	6
ARTICLE 7 - SENIORITY AND LAYOFF.....	7
ARTICLE 8 - OVERTIME.....	8
ARTICLE 9 - HOLIDAYS.....	9
ARTICLE 10 - VACATIONS.....	10
ARTICLE 11 - SICK LEAVE.....	11
ARTICLE 12 - GRIEVANCE PROCEDURE.....	13
ARTICLE 13 - WAGES AND CLASSIFICATION.....	16
ARTICLE 14 - UNIFORM PROVISIONS AND MILEAGE.....	17
ARTICLE 15 - HEALTH INSURANCE.....	18
ARTICLE 16 - EDUCATION.....	18
ARTICLE 17 - NO STRIKE, NO LOCKOUT.....	19
ARTICLE 18 - SAVINGS CLAUSE.....	19
ARTICLE 19 - LABOR MANAGEMENT COMMITTEE.....	19
ARTICLE 20 - NEW EMPLOYEES.....	20
ARTICLE 21 - TRANSFER.....	20
ARTICLE 22 - DISCIPLINE AND/OR TERMINATION.....	21
ARTICLE 23 - STEWARDS AND OFFICERS.....	22
ARTICLE 24 - LEAVE OF ABSENCE.....	22
ARTICLE 25 - TEMPORARY REPLACEMENTS.....	23
ARTICLE 26 - JURY DUTY/COURT TIME.....	24
ARTICLE 27 - SAFETY AND HEALTH.....	24
ARTICLE 28 - DEFINITIONS.....	24
ARTICLE 29 - SUPPLEMENTAL AGREEMENT.....	25
ARTICLE 30 - TERM OF AGREEMENT.....	26
APPENDIX A - WAGE SCHEDULES.....	27

PREAMBLE

This Agreement is hereby made and entered into by and between the Sheriff and the Board of County Commissioners of Asotin County, hereinafter referred to as the Sheriff, the Employer or County and Local #1476-S of the American Federation of State, County and Municipal Employees, AFL-CIO, and the Washington State Council of County and City Employees, hereinafter referred to as the Union.

ARTICLE 1 - RECOGNITION

- 1.1** The Employer recognizes the Union as the sole collective bargaining agent for all Commissioned Officers administered by the Sheriff with respect to wages, hours, and working conditions. Excluded from this Agreement are the following positions: Sheriff, Undersheriff and/or Chief Criminal Deputy, Inspector, Chief Civil Deputy, Jail Superintendent, Administrative Assistant or Secretary, and other employees designated unclassified in Chapter 41.14.070 RCW.

ARTICLE 2 - MANAGEMENT RIGHTS

- 2.1** It is agreed that except as specifically modified by the Agreement, all of the rights, powers and authority the County had prior to the signing of this Agreement are retained by the County and remain the exclusive right of Management without limitation. Nothing in this Agreement shall be construed to impair the rights of the Union to bargain about any matters that are recognized under state law as mandatory and/or permissive subjects of bargaining.

The exercise of any Management rights not specifically modified by this Agreement or the Personnel Policy or the failure to exercise any such right does not prevent the County from exercising that right in a different manner in the future.

- 2.2 Examples:** Without limitation, but by way of illustration, the exclusive prerogatives, functions and rights of the County shall include the following:
- A. To direct and supervise all operations, functions and policies of all Departments in which the employees in the bargaining unit are employed.
 - B. To terminate, combine or reorganize any Department or function of the County for budgetary or any other reason.
 - C. To determine the need for a reduction or an increase in the workforce and implement any decision with regard thereto.
 - D. To establish, revise and implement standards for hiring, classification, promotion, quality of work, safety, materials, types of equipment, uniforms, dress code, methods and procedures except as specifically provided herein.

- E. To implement new, and to revise or discard wholly or in part, old methods, procedures, materials, equipment, facilities and standards.
- F. To assign shifts, workdays, hours of work and work locations except as specifically provided herein.
- G. To designate and to assign all work duties.
- H. The decision to introduce new duties and to revise job classifications and duties within the unit. The Union reserves the right to negotiate impacts.
- I. To determine the need for any the qualification of new employees, transfers and promotions.
- J. To discipline, suspend or discharge any employee for just cause.
- K. To determine the need for additional education courses, training programs, on-the-job training and cross training and to assign employees to such duties for periods to be determined by the County.

2.3 Limitations: The exercise of any Management prerogative, function or right which is not specifically modified by this Agreement or the Personnel Policy is not subject to the grievance procedure or bargaining during the term of this Agreement.

ARTICLE 3 - UNION/MANAGEMENT RELATIONS

- 3.1** All collective bargaining with respect to wages, hours and working conditions shall be conducted by the authorized representative of the Union and authorized representatives of the Employer.
- 3.2** Agreements reached between the parties to this Agreement shall become effective only when signed by the representative of Local 1476-S and the representative of the Washington State Council of County and City Employees, Council 2, and the Board of County Commissioners and the Sheriff.
- 3.3** An employee shall have the right upon request to inspect his/her personnel file in the presence of a department head or their designee at a reasonable time during the work day and have a copy of any information contained in the file(s). Said request shall be granted within a reasonable amount of time no later than three (3) working days after the request. Material referring to the employee's competence may be placed in the file and the employee will be provided an opportunity to sign the material and attach his/her comments. If the employee refuses to sign the material, it will nevertheless be placed in the employee's personnel file. A copy of any entry to his/her file will be given to the employee.

ARTICLE 4 - UNION SECURITY

- 4.1** The Employer recognizes the WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES/AFSCME Council 2 and its affiliated local (hereafter Union) as the sole and exclusive bargaining representative in all matters concerning wages, hours, and other conditions of employment for all employees described in the recognition clause.

The Employer shall remain neutral when communicating with employees about Union membership and direct the employee to discuss union membership with a union staff representative.

For current Union members and those who choose to join the Union, the Employer shall deduct once each month all Union dues and fees uniformly levied. The Employer shall transfer amounts deducted to Council 2. Authorizations for payroll Deduction are valid whether executed in writing or electronically.

The Employer shall provide an electronic copy of the Authorization for payroll Deduction and Representation via email to C2everett@council2.com within 10 days of the employee executing the document. The Employer shall provide to the Union once per year and upon new hire or a notice of changed information a complete list of all bargaining unit members that includes: employee name, work address, home address, work phone, work email, hire date in current bargaining unit, job classification, department, hours worked and monthly base wage.

The Employer shall honor the terms and conditions of each employee's authorization for payroll deduction. Whether an employee is a union member or not, the Employee shall continue to deduct and remit Union dues and fees to the Union until such time as the Union notifies the Employer that the dues authorization has been properly terminated in compliance with the terms of the payroll deduction authorization executed by the employee.

The Union shall indemnify the Employer and save the Employer harmless from any and all claims against the Employer arising out of administration of this article so long as the Employer complies with this article.

New Employee Orientation

The Employer agrees to notify the Union staff representative and Local Union President in writing of any new positions and new employees. At least 2 full working days prior to the orientation of the new employee, Employer shall provide an electronic format list with the names of the employees, corresponding job title, and Department. A union official shall, at no loss of pay, be granted up to thirty (30) minutes to provide each new employee a basic overview of the employees' rights and responsibilities regarding Union membership, dues authorizations, and Union insurance.

Electronic Authorizations are Valid

An authorization for Union membership and /or dues or other payroll deduction is valid whether executed in writing or electronically.

ARTICLE 5 - UNION ACTIVITIES

- 5.1 The Sheriff agrees that during working hours, on the Employer's premises, Union representatives shall be allowed to:
- A. Post Union notices.
 - B. Solicit Union membership during the employee's non-working time with the consent of the affected employee.
 - C. Transmit communications authorized by the local Union or its officers to the employees or the Employer or his representative.
 - D. Consult with the Employer, his or her representative, local Union officers, or with other Union representatives concerning the enforcement of any provision of this Agreement.
- 5.2 It is agreed that no conferences and meetings between the employees and the Union representatives shall in any way, stop, hamper, or obstruct normal flow of work.

ARTICLE 6 - HOURS OF WORK

- 6.1 It is recognized that the duties of the Sheriff require seven (7) days a week, Monday through Sunday, twenty-four (24) hours of service to the County. For this reason, the workweek shall be scheduled by the Sheriff, in so far as consistent with the needs and the safety of the citizens of the County.
- 6.2 For all full-time employees, the hours of work shall be five (5) days, eight (8) hours per day, forty (40) hours per week, with two (2) consecutive days off unless otherwise agreed to by mutual agreement. During the contract term, an alternative definition to allow a 4-10 schedule or a twelve (12) hour schedule may be implemented by mutual agreement. At such time, all other affected sections of the contract shall be reviewed as needed. Each member shall rotate every four months, through all shifts each year, i.e. day, swing, and grave see MOU effective January 1, 2017. Deputy cannot bid same shift within same calendar year.
- 6.3 The work week schedule shall consist of five (5) consecutive workdays, with two (2) consecutive days off during the week, unless otherwise agreed to by mutual agreement. There shall be a minimum of two (2) days off within the work week. * The work week schedules shall be posted seven (7) days prior to a change of scheduled days off, or change of duty hours, except in emergencies as determined by the Sheriff. *(except as covered in 6.1)
- 6.4 Notwithstanding the above, in cases of emergencies, all employees shall report as required, unless such employee is physically incapable of performing his duties.
- 6.5 Employees will be afforded relief periods in accordance with FLSA standards.

- 6.6 Stand-by:** Stand-by time is defined as a period of off-duty time during which an employee will be assigned by a supervisor to be available to work if and when summoned. Employees on stand-by will be compensated for all on stand-by time at the rate of one-half (1/2) the regular hourly rate. If called out during stand-by time, the employee shall be paid their regular overtime rate of time and one-half (1 1/2) for all hours involved.
- 6.7** If called out during on stand-by time, the employee shall be paid a minimum of two (2) hours pay at the rate of time and one-half (1½).
- 6.8** Sick leave and annual leave will be accrued and paid according to the scheduled work week, i.e., if employees are working four/ten (4/10) hour shifts per week, sick leave/annual leave/vacation leave will be paid at ten (10) hours.
- 6.9** Employees will be compensated for mandatory training assignments that are cancelled within 48 hours that are scheduled during an employee's scheduled vacation or outside of regular shifts for reasons that don't meet the definition of Emergency. They will be compensated at a rate of 4 hours of pay for a full day cancelled and 2 hours for half day.

ARTICLE 7 - SENIORITY AND LAYOFF

- 7.1** Seniority shall be defined as follows:
- A. Total length of service within a job classification
 - B. Total length of unbroken service with the Sheriff's Office
- 7.2** For the purpose of computing seniority, all authorized leave shall be considered as time worked. Employees who are laid off as a result of a reduction in positions, and who are subsequently reinstated, within one (1) year shall retain their full seniority except for such period of layoff.
- 7.3** In the event of a layoff for any reason, employees shall be laid off in the reverse order of their seniority in the classification and department in which the work force is being reduced. No layoffs or reduction to a lower classification shall be executed so long as there are temporary employees serving within the affected classification.
- When an individual has transferred from an area or division of service within the department to another, and due to that transfer, has become a less senior member of the new division and therefore is laid off; that individual shall have the right within ten (10) days by written declaration submitted to the Sheriff, to request transfer to his/her old division and bump the least senior member of the division; provided that the bumping employee has more seniority in the department and has the necessary qualifications, computed as of time of bumping than the bumped employee, determined as of the time of proposed bumping.
- 7.4** No new employee shall be hired in any classification in that department until all employees on layoff status in that classification in that department have an opportunity to return to work.

- 7.5 No subsection within this Article shall supersede State statutes.
- 7.6 A full time employee is any employee who works forty (40) hours or more per week.

ARTICLE 8 - OVERTIME

- 8.1 Overtime pay shall be at the rate of time and one-half (1 ½) the regular hourly rate for all employees.
- 8.2 Regular employees shall be compensated at time and one half (1 ½) the employee's hourly rate of pay or compensatory time off shall be granted for work under any of the following conditions:
1. All work performed in excess of forty (40) hours in any workweek.
 2. All work performed on regular days of rest.
 3. All paid leave except sick time shall be considered as hours of work
 4. Any mandatory training and/or schooling will be paid at time and one-half (1½) if it is outside the forty (40) hour workweek. Any time spent in traveling to and from work related or required training shall be compensated in accordance with FLSA
 5. Call-In Time: An employee called in to work other than during the scheduled work shift or on a regular day of rest for that employee shall be granted a minimum of two (2) hours pay at time and one half (1 ½). Employees called in up to one (1) hour prior to the start of their regular shift shall be paid at the regular overtime rate not the call-in rate. Call-in time may be paid in wages or in compensatory time at the employee's choice.
 6. Compensatory Time: When an employee works overtime, the employee may elect to choose overtime pay or compensatory time off at time and one-half (1 ½) for each hour worked. The employee shall inform the immediate supervisor, before the end of the overtime worked, whether overtime pay or compensatory time is desired. The Sheriff and employee shall try to mutually agree on the scheduling of comp time. While not mandatory, compensatory time should be taken off within ninety (90) days from the date the overtime is worked. Compensatory time accrual is limited to a maximum of forty (40) hours. All compensatory time not used will be cashed out at time and one half (1 ½) in the December paycheck, paid in January of each year.
- 8.3 The Sheriff shall make every reasonable effort to equitably distribute overtime among the full-time employees. The seniority list shall be used to select the employee or employees for overtime assignments. The selection process shall rotate through the seniority list starting with the most senior employee working to the least senior employee. The rotation shall continue from one overtime assignment to the next overtime assignment. A part-time or reserve employee may be substituted, only if he/she meets the minimum training requirements of a full-time employee and all fulltime Deputies have been offered overtime.
- 8.4 For all off duty time required in court, which is required by the Employer, the employee shall be compensated at his or her regular rate of pay, (subject to the terms of the Fair Labor Standards Act), with a minimum of two (2) hours for all time involved.

- 8.5 No overtime shall be worked unless authorized by the Sheriff or his/her authorized representative.

ARTICLE 9 - HOLIDAYS

- 9.1 The following days shall be considered holidays:

New Year's Day	January 1
Martin Luther King Day	3rd Monday in January
President's Day	3rd Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19th
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	4th Thursday in November
Day After Thanksgiving	Day After Thanksgiving
Christmas Day	December 25
One (1) Floater Day, by mutual agreement	

- 9.2 In order for an employee to receive holiday pay, they must be in a paid status the last scheduled day prior to the holiday and the first scheduled day after the holiday. This section only applies to regular employees who work over thirty (30) hours a week.
- 9.3 If an employee is required to work on one of these holidays, in addition to being paid their regular hourly rate for the holiday, they will receive one and one-half (1 1/2) times their regular hourly rate for their scheduled shift. If the employee's regular day off falls on a holiday, he/she shall be paid for that day at his/her regular hourly rate. In no instance shall total compensation exceed two and one-half (2 1/2) times the hourly rate.
- 9.4 The County agrees that if during the course of this contract, if the United States Government or the State of Washington designates a special holiday and it is in turn recognized, observed, and granted to all other employees by the County of Asotin, it will also be granted to employees covered by Local 1476- S's contract.
- 9.5 These eleven (11) holidays shall be designated as paid holidays for those employees who fill regular jobs.
- 9.6 **Floating Holidays:** In addition, there shall be one (1) paid holiday to be known as a floating holiday which may be taken by regular employees at their option with Sheriff approval. The floating holiday must be taken in the calendar year in which it is earned.
- 9.7 Regular full-time employees who qualify for paid holidays will be paid eight (8), ten (10) or twelve (12) hours depending on their regular shift, at their regular straight time rate for each of these holidays. Regular part-time employees shall be paid for holidays based on the ration of scheduled time worked.

- 9.8** Employees hired as temporary employees for peak loads do not qualify for holiday pay as defined in Section 3 above.
- 9.9** Employees will not receive holiday pay for unworked paid holidays, in addition to non-occupational accident and sickness benefits or Workmen's Compensation.
- 9.10** The occurrence of a paid holiday in vacation will add a day to the vacation period. Such time off will be granted at the beginning or the end of the vacation period, or at any time following the vacation within the calendar year in which the vacation is taken.
- 9.11** All holidays shall be deemed to begin at the employee's regular scheduled starting time of said day and end at the employee's regular scheduled starting time on the following day or the employee's scheduled starting time and ending time.

ARTICLE 10 - VACATIONS

- 10.1** Every employee shall be eligible for paid vacation after one (1) year service with the Employer. Employees shall start to earn annual leave allowance as of their date of hire. Annual leave credit may be accumulated during the first twelve (12) months of regular full-time service with the County; however, said annual leave credit may not be used. During the thirteenth (13th) month, or any subsequent month, annual leave may be allowed up to the limits of the amount earned. Annual leave credited for any month of service beyond the first twelve (12) months of service may be allowed during the month earned or any subsequent month. The employee must request and said request is subject to prior approval from the Sheriff before the employee can utilize said accrued annual leave.
- 10.2** Annual leave allowance shall be earned annually based on the following schedule:
- | | | |
|----|---------------|---------|
| A. | 0 - 4 years | 13 days |
| B. | 5 - 9 years | 16 days |
| C. | 10 - 14 years | 19 days |
| D. | 15 - 19 years | 22 days |
| E. | 20 - 24 years | 25 days |
| F. | 25+ years | 28 days |
- 10.3** Employees may accumulate up to thirty (30) days vacation time that may be carried over to the following year.
- Employees will be eligible to cash out forty (40) hours of vacation time if employees have used a minimum of eighty (80) hours of vacation time during the calendar year. This cash out would be paid in the December payroll as determined by the Employer.
- 10.4** The employee shall be compensated for all accrued vacation upon retirement, separation and/or death up to a maximum of 30 days. In the event of death, payment shall be made to the beneficiary of the employee.

- 10.5** Regular part-time employees, working a minimum of twenty (20) hours per week for a full year, shall receive vacation prorated to date of hire.
- 10.6** Vacation requests received by January 31 will be granted, subject to approval of the Sheriff or designee, based on seniority. Vacation requests received after January 31 will be granted, subject to approval of the Sheriff or his designee, based on earliest submittal date. Requests for vacations shall be submitted no later than fourteen (14) calendar days prior to the dates being requested, subject to the approval of the Sheriff or his designee. Employees will have the right to use all vacation days in any manner he/she wishes subject to the approval of the Division Commander. This is intended to mean that they may be used one (1) day at a time if he/she so desires.
- 10.7** Vacation schedules should be arranged to offer flexibility in arranging individual vacation requests.

ARTICLE 11 - SICK LEAVE

- 11.1** Sick leave provisions shall be as follows: One (1) working day per month. This may be accumulated to a maximum yearly carry over, as of December 31 of each year, of one hundred twenty (120) working days. Sick leave shall be computed from the last date of hire.

Employees will be responsible for their portion of the Paid Family and Medical Leave Act premiums.

- 11.2**
- A. For a period of absence from work due to injury or occupational disease resulting from County employment, the employee shall file an application for Worker's Compensation in accordance with State Law.
 - B. An employee injured on the job may use accumulated sick leave. When eligibility is determined by the Department of Labor & Industries and Worker's Compensation payment checks are received, the employee will surrender the endorsed checks to the County. Upon such receipt, the County will credit the employee with sick leave. The employee will be credited the number of sick leave hours as have been compensated by Worker's Compensation at the employee's regular rate of pay, to the nearest half (½) hour.
 - C. Should any employee apply for time loss compensation and the claim is then or later denied, sick leave and annual leave may be used for the absence in accordance with other provisions of this rule.
 - D. Nothing herein pertains to permanent disability award.
 - E. If an employee has no sick leave accumulated, the words "annual leave" may be substituted for sick leave.

- 11.3** Sick leave may be taken for the following reasons:

- A. Injury or illness of the employee. The total amount of sick leave which has been accumulated by the employee may be taken if required.
- B. Injury or illness of a member of the immediate family requiring the presence of the employee. Immediate family is defined as the employee's husband, wife, parents, brother, sister, children, grandchild, grandparents, or spouse's parents, brother, sister, children, grandchild, grandparents, or a more distant relative, if living as a member of the employee's household. Sick leave because of a relative, shall be three (3) days for any occurrence. If more time is required, approval may be granted by the supervisor.

Bereavement Leave: Up to three (3) days bereavement leave with pay will be granted for death in the immediate family of an employee or employee's spouse. Any additional time beyond the three (3) days, shall be deducted from sick leave time. Additional time may be granted by the Sheriff. Immediate family is defined as the employee's husband, wife, parents, brother, sister, children, grandchild, grandparents, or spouse's parents, brother, sister, children, grandchild, grandparents, or a more distant relative, if living as a member of the employee's household.

- C. Sick leave in excess of three (3) days for employee or employee's family as outlined in section 12.3 (B), shall require a doctor's certificate.
- 11.4 Compensation for sick leave shall be paid only providing the employee submits a sick leave application within thirty-six (36) hours after returning to work.
 - 11.5 Employees prevented from reporting to work or absence for any reason shall notify the Sheriff or his/her representative at least one (1) hour before his/her work shift begins unless such tardiness or absence is due to extreme emergency.
 - 11.6 All employees while on sick leave shall make themselves available for such investigation, medical or otherwise, as may be ordered by the Sheriff.
 - 11.7 An employee will be charged with hours/days of sick leave only on those days when he/she would have worked regularly.
 - 11.8 Upon separation from employment by death or retirement, an employee or his/her heirs shall be paid for all accumulated sick leave, not to exceed one hundred twenty (120) days at fifty percent (50%). Accumulated sick leave days shall not be used for calculating retirement benefits.
 - 11.9 Should State Industrial disability payments be made to any employee, the Employer will pay the difference, if any, to the employee, but not to be above the total that would exceed the employee's regular rate of pay.
 - 11.10 Regular part-time employees as defined in Article 28.2, working for a full year, shall receive sick leave pro-rated to date of hire.

- 11.11 Upon each employee's anniversary date those employees who have accumulated sick leave in excess of six hundred (600) hours will be given the option of converting their accumulated unused sick leave for the preceding twelve (12) months to vacation at the rate of four (4) for one (1). (Example: Twelve (12) days sick leave could be converted into three (3) days vacation leave.)

ARTICLE 12 - GRIEVANCE PROCEDURE

- 12.1 **Policy:** The parties recognize that the most effective accomplishment of the work of the Sheriff's Office requires prompt consideration and equitable adjustments of employee grievances. It is the desire of the parties to adjust grievances informally whenever possible, and both management and employees are expected to make every effort to resolve problems as they arise. However, there may be instances where a grievance can be resolved only after a formal review. Accordingly, the following procedure is established to process such disputes as fairly and expeditiously as possible. The principle of "work now, grieve later" shall be adhered to in the event of a contract dispute or grievance. **(Exception: When an employee's life or health is placed in imminent peril).**
- 12.2 **Definition:** A grievance is an alleged violation of this Agreement or a dispute concerning a specific term or terms of this Agreement.

An employee with a grievance shall be required to make a written decision as to an election of remedies regarding whether to pursue their grievance through Civil Service procedures or through the contractual grievance procedure.

Such election or remedies shall be made prior to step one in the contractual grievance procedure. Employee's choice of procedures shall be final and irrevocable. Employees are specifically prohibited from utilizing both Civil Service procedures and the contractual grievance procedure for the same grievance and/or related matters.

Employees who attempt to utilize both procedures in violation of this election of remedies requirement shall specifically waive their rights to utilize the Civil Service procedures and their grievance shall be processed per the contractual grievance procedure.

Grievances may be initiated by the Commissioners or Sheriff alleging violation of the Contract by the Union or its officers. Such grievance shall be filed with the Union Staff Representative within ten (10) working days of the incident prompting the grievance and shall be answered within fifteen (15) calendar days. Such grievances shall be subject to mediation - arbitration.

- 12.3 **Special Provisions:** The term "employee" as used in this Article shall mean an individual employee, or group of employees, accompanied by a representative. If an employee believes a conference could result in disciplinary action, he/she may request Union representation. The supervisor/manager requesting the conference shall either:
- 1) notify the employee that the meeting will have no disciplinary result, or

2) comply with the request and allow Union representation at the conference.

12.4 A union representative and/or aggrieved party shall be granted time off without loss of pay for the purpose of processing a grievance. Any investigation undertaken by the Union upon the work site shall be conducted so as not to disturb the work of uninvolved employees and after advance notice to the Sheriff.

A grievance may be entertained in or advanced to any step in the grievance procedure if the parties so jointly agree.

The time limits within which action must be taken or a decision made as specified in this procedure may be extended by mutual written consent of the parties involved. A statement of the duration of such extension of time must be signed by both parties.

Any grievance shall be considered settled at the completion of any step if all parties are satisfied or if neither party presents the matter to a higher authority within the prescribed period of time.

Copies of all written responses and decisions involving grievances will be made available to the other party in a timely manner.

12.5 Procedure: To be reviewable under this procedure a grievance must:

- 1) Concern matters or incidents that have occurred or are scheduled to occur.
- 2) Result from an act or omission by management regarding aspects of this Agreement over which the Commissioners or Sheriff has control.
- 3) Arise out of a specific situation, act or acts complained of as being unfair which result in inequity or damage to an employee.
- 4) Specify the relief sought which is within the power of the Commissioners or Sheriff to grant.

12.6 Step 1 - Discussion With Immediate Supervisor: As soon as possible, but in no case later than ten (10) working days (not including employee vacations or holidays) after an employee has been reasonably made aware of an alleged wrongful act, the employee shall first discuss his/her grievance on an informal basis with the immediate supervisor. The matter shall be discussed verbally and, if settled, no further action shall be taken.

12.7 Step 2 - Written Grievance to Immediate Supervisor: If the grievance is not resolved in Step 1, the grievance shall be submitted in writing within ten (10) working days from the date of the discussion in Step 1. The Supervisor shall make an investigation of the relevant facts and circumstances of the complaint and provide a written response to the employee within ten (10) working days.

12.8 Step 3 - Written Grievance to Sheriff: If the grievance is not settled at Step 2, then it may be submitted to the Sheriff within ten (10) working days of the written response of the immediate supervisor. The Sheriff shall hear the grievance within ten (10) working days of

receipt and forward a written decision to the employee within ten (10) working days following said hearing.

- A) **Grievance Appealed to County Commissioners:** If the Union is dissatisfied with the decision of the Sheriff, he/she may, within ten (10) working days of the date of the Sheriff's decision, request a review by the County Commissioners. Said appeal shall delineate the areas of agreement and disagreement with the response given at Step 2 and the reasons therefore. The County Commissioners may hold a hearing and make such investigation as deemed necessary and shall forward a written decision to the employee within fifteen (15) calendar days, providing the reasons therefore.

12.9 Step 4 - Grievance Appealed to Arbitration:

- A) A request for Arbitration shall be in writing and shall be submitted to the other party within ten (10) working days following the date of the reply made in Step 3. Said appeal shall identify the previously filed grievance and set forth the issue(s) which the moving party seeks to have arbitrated. Grievances related to disciplinary actions will be processed per 41.58.070.
- B) An Arbitrator shall be selected by rotation from the panel of Arbitrators.
- C) The Arbitrator shall be limited to determining whether the County has violated, erroneously interpreted, or failed to apply properly the terms and conditions of this Agreement. The Arbitrator shall have no power to destroy, change, delete from, add to or alter the terms of this Agreement.
- D) The Arbitration Hearing shall be convened within thirty (30) calendar days after the selection process is completed. PERC rules and procedure shall govern the hearing.
- E) The parties agree that the decision of the Arbitrator shall be final and binding and implemented within thirty (30) calendar days following the rendering of the decision.
- F) The cost of the Arbitration shall be borne equally by the parties, including the Arbitrator's fee and expenses and room rental.
- G) A standing list of three (3) arbitrators shall be selected by the two sides of mutual agreement, or from a list of nine (9) names provided by PERC. These arbitrators shall agree to serve on a rotating basis for the life of this Agreement unless removed.
- H) Either side may unilaterally remove a panel member at any time unless he/she has been assigned to hear a pending grievance. In the event of a removal, another arbitrator shall be selected as in the paragraph above.

12.10 Mediation/Arbitration: The selected arbitrator shall first convene a mediation/conciliating meeting in which he/she shall endeavor to bring the parties to an amicable, voluntary settlement. If such is achieved, the settlement shall be immediately reduced to writing and shall be binding on the grievant, the Union and the County.

Should no mediated settlement be possible, the arbitrator shall upon the same date of mediation, conduct a hearing to determine the relevant facts. Witnesses, exhibits and other

evidence may be kept to a minimum if mutually agreed by the parties. This informal hearing shall be concluded on the same day convened or the day following, if necessary.

The Arbitrator shall, immediately upon conclusion of the hearing, make written decisions concerning the dispute resolution and provide a copy of the same to the grievant, the Union and to the County.

The Arbitrator shall have no power to make punitive recommendations but may recommend making the grievant whole.

The Arbitrator shall remain strictly within the four (4) corners of the Agreement in making the settlement recommendations and shall consider no matters not covered within. Each side shall bear its own expenses in this process and shall share equally the costs of the hearing officer.

ARTICLE 13 - WAGES AND CLASSIFICATION

13.1 Employees shall be paid on an hourly basis. The pay dates will be 20th of the current month and 5th of the following month.

13.2 A Deputy who is assigned by the Sheriff to the positions listed below will receive a three percent (3%) increase over regular pay for all hours worked in the appointed position:

1. FTO (Only while training) Training Officers shall receive at least eight (8) hours training from a State accredited school before being considered qualified as a Training Officer.
2. K-9 Officer
3. Detective
4. School Resource Officer – seasonal position only during the school year
5. Marine Deputy (if assigned as regular duty not during Corps Patrol or special event or incident.) Seasonal position
6. Quad City Drug Taskforce Officer
7. Swat personnel to receive 3% for hours working swat or attending swat training.

13.3 For Law Enforcement Officers as defined in RCW 41.26.030 (Commissioned Patrol Deputies) Negotiations will begin no later than sixty (60) days prior to the expiration of this agreement, to negotiate for calendar year 2025.

13.4 Deputies Sergeants

Effective January 1, 2023, January 1, 2024, January 1, 2025

Deputies & Sergeants shall receive a 8.0% / 4.0% / 4.0% increase in salary each year.

13.5 Effective January 1, 2007, Commissioned Deputies will receive the following Step Plan pay increases:

Step A	\$75.00 a month after 6 months	6 mo – 2 years	\$0.43/hr
Step B	\$125.00 a month after 24 months	3 rd and 4 th years	\$0.72/hr

Step C	\$175.00 a month after 48 months	5 th – 9 th years	\$1.01/hr
Step D	\$225.00 a month after 108 months	10 th – 14 th years	\$1.30/hr
Step E	\$275.00 a month after 168 months	15 th – 19 th years	\$1.59/hr
Step F	\$325.00 a month after 228 months	20+ years	\$1.88/hr

- 13.6** Any Deputies assigned to work in a higher grade i.e. (Deputy to Sergeant) will receive pay at the higher grade for all hours worked. This is applicable after 7 days including weekends and is not retroactive.

ARTICLE 14 - UNIFORM PROVISIONS AND MILEAGE

- 14.1** The Sheriff will approve a style of uniform for uniformed employees and the County shall purchase same. Uniformed employees shall maintain their uniforms for neat appearance. Wash and wear uniforms shall be maintained by the employee, those uniforms that require dry cleaning, shall be dry cleaned at the Employer's expense provided that the required cleaning is a result of normal use. Uniforms and one jumpsuit will be replaced by the County when rendered unserviceable as determined by the Sheriff or designee. The County will agree to cover 50% of the cost of a second jumpsuit.
- 14.2** Each full time uniformed employee will be allotted a gear allowance annually for approved footwear and/or gear provided an invoice to cover such footwear and/or gear is presented to the Sheriff. Gear allowance will be as follows:
- January 1, 2023 Up to \$500.00
- 14.3** Employees required to use their personal cars for County business shall receive an allowance for each mile of necessary travel on County business at the current County rate.
- 14.4** All Patrol Deputies will be provided with bullet resistant vests and be required to wear them while on duty.
- 14.5** The Sheriff shall furnish nightsticks, light and other specialized equipment to each employee of the Sheriff's Office whose position requires such items. Employees must have completed and maintained the training requirements for such equipment prior to the Sheriff supplying such equipment. The Sheriff will repair/replace items of equipment rendered unserviceable in the conduct of duty.
- 14.6** Take home vehicles will be allowed for Deputies who reside within a twenty-five (25) minute response time from the Sheriff's Office based on normal road conditions and normal driving speeds. The parties acknowledge that inclement road conditions are not factored into the response time threshold

ARTICLE 15 - HEALTH INSURANCE

15.1 Effective January 1, 2023 the County shall, for the term of this agreement, pay the full cost of employee only medical.

15.2 Effective January 1, 2023 the County shall pay thirty-five percent (35%) of the cost of employee with spouse, children or full family after subtracting the cost of employee only. Employee will be responsible for the remaining sixty-five percent (65%). Current PEBB Plan only.

Effective January 1, 2024 the County shall pay forty percent (40%) of the cost of employee with spouse, children or full family after subtracting the cost of employee only. Employee will be responsible for the remaining sixty percent (60%). Current PEBB Plan only.

Effective January 1, 2025 the County shall pay forty-five percent (45%) of the cost of employee with spouse, children or full family after subtracting the cost of employee only. Employee will be responsible for the remaining fifty-five percent (55%). Current PEBB Plan only.

15.3 Effective January 1, 2017 the County will pay and provide vision and full family dental to all employees for the term of this agreement.

15.4 The Employer shall carry the Life Insurance coverage to \$30,000 and pay the cost of the full premium for the term of the Agreement.

ARTICLE 16 - EDUCATION

16.1 The Sheriff may allow at least two (2) Deputies a year to attend regional satellite training programs sponsored by the Washington State Criminal Justice Training Commission, or its equivalent. The Sheriff will select the Deputies and courses.

16.2 The Sheriff or his representative shall establish and maintain a roster of Deputies by seniority. When training programs are available, the Sheriff or his representative shall select the top name or names who require the training to attend. Should those selected render themselves ineligible for cause, the next most eligible requiring the training shall be placed in selection. The list shall be posted for all Sheriff's Office employees to view. Full time employees shall take precedence over part-time employees for training.

16.3 All Deputies shall, as a condition of part-time employment, meet the minimum training requirements of a full time Deputy as outlined in State statutes.

16.4 Tuition Reimbursement: The County will reimburse employees for tuition costs of accredited courses that directly apply to the employee's job. The Sheriff and/or employee may recommend a course in which the employee may enroll. Reimbursement will depend on prior approval from the Sheriff. Payment shall occur when the employee provides a transcript, certificate or some other document showing that they have successfully completed the course.

ARTICLE 17 - NO STRIKE, NO LOCKOUT

- 17.1** Per 41.56.490 RCW, there shall be no strikes, interruption of, or interference with work by the Union or its members and no lockout by the Sheriff during the period of this Agreement; provided, however, that the Sheriff shall have no obligation to provide work during a labor dispute if the number of employees reporting to work is insufficient, in the Sheriff's opinion, to permit continuation of its operations. This provision shall in no way abridge or restrict those rights reserved to the Sheriff by this Agreement. Should a strike, slowdown, picketing, boycott, or other interruption or work occur, the Sheriff shall notify the Union of the existence of such activity and request advice from the Union as to whether the activity has been authorized. The Union, immediately thereafter, shall respond to the Sheriff's request in writing. Upon receiving notice of a strike, slowdown, boycott, or other interruption of work which it has not authorized, the Union will take all reasonable steps to terminate such activity and induce the employees concerned to return to work.

ARTICLE 18 - SAVINGS CLAUSE

- 18.1** It is agreed that none of the provisions included in the Agreement or its supplements may be interpreted in any manner which would conflict with any State or Federal statutes. If any provision in this agreement or its supplements shall be held invalid due to the Federal or State statutes, the remainder of this Agreement will not be affected.

Should one party determine that a feature of the Agreement must be severed because of legal ruling, legislative action or comparable action by an agency with appropriate authority, the party making this determination shall notify the other party. Should the party notified disagree as to the severance, then the contract feature in question shall be temporarily suspended in operation; and the two parties shall seek an early, amicable resolution (declaratory judgment or another mutually agreed method). Any grievances filed due to the suspension of that contract features may be placed on hold pending such mutual methods of resolution.

If any portion of this Agreement is excised or modified by and of the above cited actions, the parties shall immediately enter into negotiations for replacement language.

ARTICLE 19 - LABOR MANAGEMENT COMMITTEE

- 19.1 Labor/Management Committee:** In the interests of greater communications and for the purpose of developing a more harmonious work environment, the parties agree to the creation of a joint Labor/Management Committee, to consist of no more than three (3) members appointed by the Union and no more than three (3) members appointed by the Commissioners. The Committee will meet as frequently as agreed to by the parties, but at least quarterly.

- 1.) The Committee may not intervene in, add to or delete from the Collective Bargaining Agreement nor may it involve itself in any grievance which has been reduced to writing and/or has passed Step 1 of the grievance procedure.

- 2.) The Committee shall be a means of resolving potential conflicts and possible grievances, communicating short and long term projects and goals of both the County and the Union and for the general sharing of information.

Minutes will be kept by both parties and the combined document shall be the official minutes of the Labor/Management Committee.

Meetings will be scheduled during working hours with no loss of pay or benefits to any members of the Committee, at mutually agreeable times.

ARTICLE 20 - NEW EMPLOYEES

20.1 A new employee will be on probation for one calendar year, excluding time spent at the academy. Vacation time and sick time will accrue during this period. After one year of service, vacation time and sick time will be available. During the first year of employment if an employee is ill up to six (6) sick days will be credited to the employee. If they are terminated prior to completing one year of service, the advanced sick time will be repaid out of the last check. During the probationary period he/she:

- 1) Will not have seniority or other job rights.
- 2) May be laid off or terminated at the discretion of the Sheriff.
- 3) Will be evaluated by their Division Commander each quarter during probation in writing to help the employee gain job status.
- 4) May be granted an extension of the probationary period.
- 5) Will, upon completing his/her probationary period satisfactorily to the Sheriff, be entered on the seniority list as of his/her date of original hire.
- 6) Notice of regular appointment status shall be given in writing to the employee within ten (10) working days after completion of the probationary period as per 21.1 above, that period being computed from date of hire.
- 7) After twelve (12) months, vacation may be requested and used.

ARTICLE 21 - TRANSFER

21.1 Transfer:

- A) In the event an employee is interested in a transfer, the employee shall submit a transfer request to the Employer. If the employee meets the qualifications for the position in question, and the Employer agrees to the transfer, the employee will be transferred. Employees who are approved for transfer will only be able to transfer back into positions which they have previously held. For purposes of placement on the pay steps, years of service will be taken into consideration and used as a factor.

- B) Employees shall be entitled to apply for a transfer to any available openings in jobs within the bargaining unit. The ultimate responsibility for determining a transfer lies with the Employer, who shall exercise reasonable judgment in making such determination.
- C) Transfers shall be made on the basis of qualifications and seniority.

ARTICLE 22 - DISCIPLINE AND/OR TERMINATION

22.1 Discipline shall only be for just cause. The Sheriff agrees to use the principles of progressive discipline, except in the case of gross misconduct or where the offense merits other discipline. The following are examples of gross misconduct (including but not limited to):

- A) Refusal to obey a direct order
- B) Theft of County property or services.
- C) Falsification of documents (including application for employment).
- D) Willful and malicious destruction of County property; or,
- E) Incarceration for commission of a felony

Progressive discipline shall consist of the following steps:

- A) Oral reprimand
- B) Letter of reprimand
- C) Suspension without pay or loss of vacation time at Sheriff's discretion.
- D) Termination

22.2 All steps in progressive discipline, except oral reprimands, shall be conducted formally, in a private meeting with the employee having a right to representation. Oral reprimands may be given without union representation.

22.3 The following shall also constitute reasons for disciplinary action and/or termination:

- 1) Failure to report to work at the end of an approved leave of absence period or using a leave of absence for reasons other than those for which it was originally granted.
- 2) Failure to report to work after cancellation of leave of absence.
- 3) Failure to report to work after a layoff.
- 4) Three (3) days of unexcused absence from work.

If there is no recurrence of the event prompting discipline within two (2) years, later infractions of the same kind will cause disciplinary action to begin at the same or lower step.

- 22.4 Employees will be entitled to a pretermination hearing, with the right to representation, to face their accuser, to present evidence, arguments and witnesses in their defense.

ARTICLE 23 - STEWARDS AND OFFICERS

23.1 Selection and Certification:

- A) No more than one (1) employee in each work location may be designated by the Union as a Union Steward unless mutually agreed by the Union and the Sheriff.
- B) Every Steward shall be recognized as a representative of the Union.
- C) The names of the Stewards and Officers shall be certified in writing by the Union to the Sheriff within ten (10) days after this Agreement is signed and thereafter, within ten (10) days after any change in the designation of the Union Officers or Stewards.

23.2 Duties of the Stewards and Officers:

- A) The Steward or one (1) Union Officer, as requested by aggrieved employee, may engage in the adjustment of grievances with County representatives on County time within the regularly scheduled work hours of the Steward or Officer.
- B) The Steward or Officer shall not leave his job in order to contact other employees regarding Union business without prior permission from the immediate supervisor.
- C) The Steward or Officer has no authority to give orders regarding work assignments to any employee or to take strike action interrupting the Sheriff's business. The Sheriff shall have authority to impose disciplinary action in the event a Steward or Officer acts without authority in this regard.
- D) The Steward or Officer will be permitted to leave his/her job in order to investigate and adjust grievances as soon as a replacement can be obtained for him/her.

ARTICLE 24 - LEAVE OF ABSENCE

- 24.1 Leave of absence without pay may be granted an employee for good and sufficient reasons as determined by the Sheriff. The employee shall not accumulate seniority during such absence and shall be reinstated in accordance with their prior seniority upon termination of the leave of absence.

- A) An employee shall be required to exhaust all appropriate paid leave prior to the beginning of the leave without pay.

- B) The leave of absence will not exceed twelve (12) months. An employee returning to work from a leave of absence must report for work within twenty-four (24) hours of the final date of the leave or be subject to termination.

24.2 Leave for maternity purposes shall be granted in accordance with State and Federal statutes.

24.3 Leave of absence for Union work:

- A) With the written approval of the Sheriff, Local Union representatives may be given time off with pay to attend those conferences which assist the individual in his duties as an employee of the County of Asotin.
- B) Requests for time off or extension of this leave of absence may be made to the Sheriff upon written application from the employee.
- C) Such application must be made at least fourteen (14) days in advance of the date the extension is to become effective.

24.4 Military Leave: Any full-time employee who is absent from work and on active military duty with a reserve unit shall be granted a leave of absence with pay for a total period not to exceed twenty-one (21) days per year. It is the intent of this Section that it conforms with Section 38.40.060 of the Revised Code of Washington.

24.5 Family Leave: Up to twelve (12) weeks total of paid and unpaid leave may be granted during any twelve (12) month period for qualifying situations as outlined by State and/or Federal law. Employees are required to exhaust any accrued vacation, sick leave and compensatory time before becoming eligible for an unpaid leave of absence.

When possible, except in case of unexpected events, requests for family leave should be submitted to an employee's immediate supervisor at least thirty (30) days prior to the date leave is expected to commence.

ARTICLE 25 - TEMPORARY REPLACEMENTS

25.1 For the purpose of replacing personnel on leave due to the provisions of Article 24- Leave of Absence of this Agreement, the County may hire a temporary employee to fill the place of an employee on leave of absence, only for the duration of that leave. Temporary employees will not be hired to replace or supplant a full-time bargaining unit position. The County may hire temporary or seasonal employees for up to six (6) months. If the County wishes to extend a temporary for good and sufficient reason, for more than six (6) months in any position in any twelve (12) month period, the County shall notify the Union in writing, of the reason for the extension, the approximate length of the extension and why the position should not be placed in the bargaining unit. The Bargaining unit may request negotiations on this issue.

- 25.2 Temporary replacements hired to replace personnel on leave due to the provisions of Article 25-Leave of Absence of this Agreement will be paid at the entry salary level of the employee that they are replacing but will not be eligible for the longevity incentive.
- 25.3 Reserve Deputies may be used to supplement not supplant a regular full time bargaining unit position.
- 25.4 Reserve Deputies will not be used to fill a position of a full-time bargaining unit position i.e.: overtime, vacation, sick time, training, holidays unless negotiated with the Union.

ARTICLE 26 - JURY DUTY/COURT TIME

- 26.1 Regular employees who lose work while absent on jury duty will be paid the difference between their regular straight time earnings less allowance for meals and travel, and their reimbursement as jurors or witnesses up to a maximum of seven (7) hours for each day.
- 26.2 Employees who are required to appear in court as a result of their employment relations with the Sheriff will be paid regular straight time earnings if on a workday or time and one-half (1½) if on their day off and their reimbursement up to a maximum of their normal work shift for each day.

ARTICLE 27 - SAFETY AND HEALTH

- 27.1 The Union and Sheriff shall establish Safety Committees which will review accident reports, safety procedures and policies. The Committee shall hold regular meetings and minutes of the meetings shall be provided by each party.

ARTICLE 28 - DEFINITIONS

- 28.1 A full-time employee is an employee hired to fill a regular full-time position. A regular full-time employee works forty (40) hours per week on a regular basis and has completed a probationary period.
- 28.2 A part-time employee is an employee performing work covered under this Agreement. A regular part-time employee works as needed a minimum of twenty (20) hours and up to forty (40) per week, normally to fill in for a full-time employees on annual leave, sick leave or emergency leave. Part-time employees shall be hired according to the established Civil Service guidelines.
- 28.3 A probationary employee is an employee hired to fill a regular position of employment, who has completed less than the initial twelve (12) month period of continuous employment. During the probationary period the employee shall be on a trial basis, during which period he/she may be discharged for any reason without recourse to the grievance or arbitration process.

- 28.4** An emergency is a sudden, unexpected occurrence that poses a clear and imminent danger, requiring immediate action to prevent or mitigate the loss or impairment of life, health, property, or essential public services.

ARTICLE 29 - SUPPLEMENTAL AGREEMENT

- 29.1** This Agreement may be amended, provided the applicable parties concur. Supplemental Agreements may be completed through negotiations between the parties at any time during the life of the Agreement. Should either party desire to negotiate a matter of this kind, it shall notify the other party in writing of its desire to negotiate. Supplemental Agreements thus completed will be signed by the responsible Union and applicable County officials. Supplemental Agreements thus completed shall become a part of the Agreement and subject to all its provisions.
- 29.2** The County will agree to utilize the labor management committee process for discussions of future staffing concerns.
- 29.3** Remove MOU effective January 1, 2017, of straight time on shift changes. Revert back to FSLA standard.

LOCAL 1476-S
1/1/2023 THROUGH 12/31/2025
APPENDIX "A"

EFFECTIVE - January 1, 2023

				8.00%	8.00%
		2022 First 6 Months	2022 Thereafter	2023 First 6 Months	2023 Thereafter
TRAINEE/DEPUTY	1st year	\$28.20	\$28.77	\$30.46	\$31.07
	3rd Class (2nd Year)	\$29.27	\$29.80	\$31.61	\$32.18
	2nd Class (3rd Year)	\$30.41	\$30.91	\$32.84	\$33.38
	1st Class (4+ Years)	\$31.47		\$33.99	
CORPORAL			\$32.65		\$35.26
SERGEANT			\$37.26		8.00% \$40.24

EFFECTIVE - January 1, 2024

				4.00%	4.00%
		2023 First 6 Months	2023 Thereafter	2024 First 6 Months	2024 Thereafter
TRAINEE/DEPUTY	1st year	\$30.46	\$31.07	\$31.68	\$32.31
	3rd Class (2nd Year)	\$31.61	\$32.18	\$32.87	\$33.47
	2nd Class (3rd Year)	\$32.84	\$33.38	\$34.15	\$34.72
	1st Class (4+ Years)	\$33.99		\$35.35	
CORPORAL			\$35.26		\$36.67
SERGEANT			\$40.24		4.00% \$41.85

EFFECTIVE - January 1, 2025

				4.00%	4.00%
		2024 First 6 Months	2024 Thereafter	2025 First 6 Months	2025 Thereafter
TRAINEE/DEPUTY	1st year	\$31.68	\$32.31	\$32.95	\$33.60
	3rd Class (2nd Year)	\$32.87	\$33.47	\$34.18	\$34.81
	2nd Class (3rd Year)	\$34.15	\$34.72	\$35.52	\$36.11
	1st Class (4+ Years)	\$35.35		\$36.76	
CORPORAL			\$36.67		\$38.14
SERGEANT			\$41.85		4.00% \$43.52

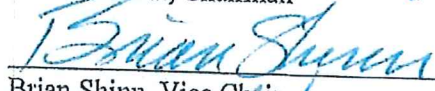
ARTICLE 30 - TERM OF AGREEMENT

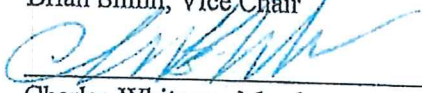
30.1 The Agreement shall become effective January 1, 2023 and shall remain in effect until December 31, 2025.

IN WITNESS THEREOF, the parties hereto have set their hands this 31st day of July, 2023.

BOARD OF COUNTY COMMISSIONERS:

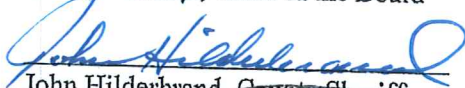

Chris Seubert, Chairman

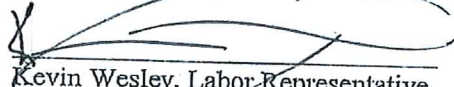

Brian Shinn, Vice Chair


Charles Whitman, Member

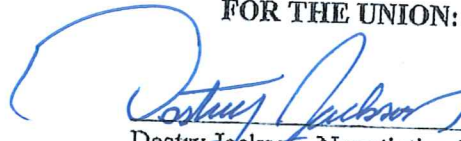
Attest:

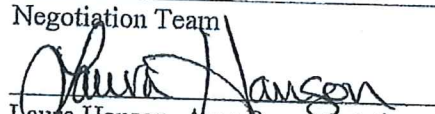

Stacey Harman, Clerk of the Board


John Hilderbrand, County Sheriff


Kevin Wesley, Labor Representative

FOR THE UNION:


Destry Jackson, Negotiation Team

Negotiation Team

Laura Hanson, Area Representative