

CLARK COUNTY STAFF REPORT

DEPARTMENT: Human Resources

DATE: December 10, 2018

REQUESTED ACTION: Approve Memorandum of Understanding (MOU) between Clark County (County), Clark County Sheriff's Office (Sheriff) and Clark County Sheriff's Office Administrator's Association (Association) in regards to the Collective Bargaining Agreement (Agreement).

Consent Hearing County Manager

BACKGROUND

The CBA between the County, Sheriff and the Association expires December 31, 2018. The County engaged in a respectful and successful bargaining process with the Guild, reaching a tentative agreement.

The members of the Guild voted to ratify the MOU in December 2018.

This MOU outlines provisions that are within the financial and policy parameters established by the County Council and the County Manager. Key elements of the MOU include:

- Expiration Date:
 - December 31, 2019.
- Wage Adjustments:
 - Effective January 1, 2019 two and a half percent (2.5%)
- Vacation Sellback:
 - Employees who submitted a request to sell back vacation hours in 2018 may cash out up to forty (40) hours of vacation in 2019 after they have taken forty (40) hours of vacation in 2019.
 - Employees who submitted a request to sell back vacation in 2017 may cash out up to forty (40) hours of vacation in 2018 after they have taken forty (40) hours of vacation in 2018.
 - Per IRS regulations, the election needs to be done in the year prior to the actual sell back and the decision is irrevocable.
- All other provisions in the current Agreement will remain in full effect.

COUNCIL POLICY IMPLICATIONS

There are no Council policy implications.

ADMINISTRATIVE POLICY IMPLICATIONS

There are no Administrative Policy implications.

COMMUNITY OUTREACH

Community Outreach is not a consideration in this matter.

BUDGET IMPLICATIONS

YES	NO	
X		Action falls within existing budget capacity.
		Action falls within existing budget capacity but requires a change of purpose within existing appropriation
		Additional budget capacity is necessary and will be requested at the next supplemental. If YES, please complete the budget impact statement. If YES, this action will be referred to the county council with a recommendation from the county manager.

BUDGET DETAILS

Local Fund Dollar Amount	
Grant Fund Dollar Amount	
Account	
Company Name	

DISTRIBUTION:

Board staff will post all staff reports to The Grid. <http://www.clark.wa.gov/thegrid/>

Kathleen Otto

Kathleen Otto
Director, Human Resources

APPROVED: *Mark Robb*

CLARK COUNTY, WASHINGTON
BOARD OF COUNTY COUNCILORS

DATE: Dec. 18, 2018

SR# 198-18



APPROVED: _____
Shawn Hennessee, County Manager

DATE: _____

BUDGET IMPACT ATTACHMENT

Part I: Narrative Explanation

I. A – Explanation of what the request does that has fiscal impact and the assumptions for developing revenue and costing information

The dollar amounts include longevity and 20.48% mark up for payroll taxes.

Part II: Estimated Revenues

Fund #/Title	2019 Annual Budget	
	GF	Total
General Fund 0001	\$105,258	\$105,258
Total	\$105,258	\$105,258

II. A – Describe the type of revenue (grant, fees, etc.)

Part III: Estimated Expenditures

III. A – Expenditures summed up

Fund #/Title	FTE's	2019 Annual Budget	
		GF	Total
0001 General Fund	10	\$105,258	\$105,258
Total	10	\$105,258	\$105,258

III. B – Expenditure by object category

Fund #/Title	2019 Annual Budget	
	GF	Total
Salary/Benefits	\$105,258	\$105,258
Contractual		
Supplies		
Travel		
Other controllables		
Capital Outlays		
Inter-fund Transfers		
Debt Service		
Total	\$105,258	\$105,258

HR 18-10

**MEMO OF UNDERSTANDING
BETWEEN CLARK COUNTY, CLARK COUNTY SHERIFF'S OFFICE AND CLARK
COUNTY SHERIFF'S ADMINISTRATOR'S ASSOCIATION**

This is a Memorandum of Understanding (MOU) between Clark County (County), Clark County Sheriff's Office (Sheriff) and Clark County Sheriff's Administrator's Association (Association) in regards to the Collective Bargaining Agreement (Agreement).

RECITALS

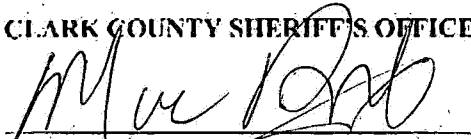
- A. The Agreement currently expires December 31, 2018.
- B. The County and the Association have discussed and come to an agreement. This MOU is intended to detail the provisions agreed to by both the County and the Association.

AGREEMENT

The parties agree as follows:

- 1. Effective January 1, 2019, the 2018 wage scale from Appendix A of the Agreement will be adjusted in an increase of two and a half percent (2.5%).
- 2. Vacation Sellback:
 - Employees who have submitted a request to sell back vacation hours in 2018 may cash out up to forty (40) hours of vacation in 2019 after they have taken forty (40) hours of vacation in 2019.
 - Employees who submitted a request to sell back vacation in 2017 may cash out up to forty (40) hours of vacation in 2018 after they have taken forty (40) hours of vacation in 2018.
 - The election to sell back needs to be done in the year prior to the actual sell back per IRS regulations and the decision is irrevocable.
- 3. The Agreement will expire December 31, 2019.
- 4. All other provisions in the current Agreement will remain in full effect.

IT IS AGREED this 18th day of December, 2018.

CLARK COUNTY SHERIFF'S OFFICE

 Marc Boldt
 BOCC Chair



CLARK COUNTY SHERIFF'S OFFICE

CLARK COUNTY CORRECTIONS
DEPUTY GUILD

Chuck E. Atkins 12-4-18
Chuck E. Atkins
Sheriff
Date

Sean Lemoine 12-10-18
Sean Lemoine
Association Attorney
Date

Mike McCabe 12/11/18
Mike McCabe
Association President
Date