

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 Support Guild (Guild) in regards to the Collective Bargaining Agreement (Agreement).

Consent Hearing County Manager

BACKGROUND

The CBA between the County, Sheriff and the Guild 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 two tenths percent (2.2%)
- Additional language allowing Guild member to work on a holiday, if the holiday falls on their regularly scheduled work day and with prior management approval.
- 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

Maureen [Signature]
APPROVED
CLARK COUNTY, WASHINGTON
BOARD OF COUNTY COUNCILORS

DATE: Dec. 18, 2018

SR# 199-18



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
	\$195,306	\$195,306
Total	\$195,306	\$195,306

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	95	\$195,306	\$195,306
Total	95	\$195,306	\$195,306

III. B – Expenditure by object category

Fund #/Title	2019 Annual Budget	
	GF	Total
Salary/Benefits	\$195,306	\$195,306
Contractual		
Supplies		
Travel		
Other controllables		
Capital Outlays		
Inter-fund Transfers		
Debt Service		
Total	\$195,306	\$195,306

HR 18-11

**MEMO OF UNDERSTANDING
BETWEEN CLARK COUNTY, CLARK COUNTY SHERIFF'S OFFICE AND CLARK
COUNTY SHERIFF'S OFFICE SUPPORT GUILD**

This is a Memorandum of Understanding (MOU) between Clark County (County), Clark County Sheriff's Office (Sheriff) and Clark County Sheriff's Office Support Guild (Guild) 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 Guild.

AGREEMENT

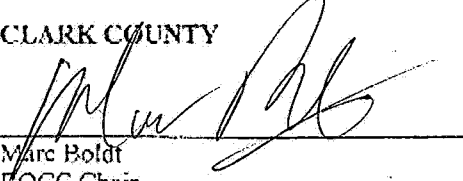
The parties agree as follows:

- 1. The Guild will receive two and a two tenths (2.2%) on January 1, 2019.
- 2. The following will replace Article 9.1.1.d in the Agreement:

For units required to have mandatory holiday coverage, staffing minimums for the holidays shall be determined at the unit level. For units not normally required to have mandatory holiday coverage, the Sheriff's Office may, at its discretion, require those units to remain open with minimum staffing coverage. For units not normally required to have mandatory holiday coverage, those designated SOG members may request to work a holiday; if it falls on a regularly scheduled work day, with prior management approval.

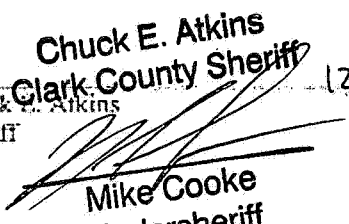
- 3. The Agreement will expire December 31, 2019.
- 4. All other provisions in the current Agreement will remain in full effect.

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

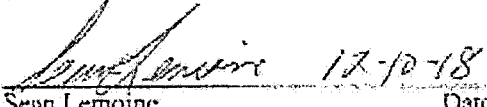
CLARK COUNTY



Marc Boldt
BOCC Chair



CLARK COUNTY SHERIFF'S OFFICE
On Behalf of
Chuck E. Atkins
Clark County Sheriff


Mike Cooke
Undersheriff
12-12-18
Date

CLARK COUNTY SHERIFF'S OFFICE
SUPPORT GUILD


Sean Lemoine
Association Attorney
12-10-18
Date


Mary Malicki
Guild President
12/11/18
Date