

# CLARK COUNTY STAFF REPORT

**DEPARTMENT:** Human Resources

**DATE:** December 31, 2018

**REQUESTED ACTION:** Approve Collective Bargaining Agreement (CBA) January 1, 2019-December 31, 2021 between Clark County (County) and Clark County Juvenile Detention Guild.

Consent    Hearing    County Manager

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## BACKGROUND

The CBA between the County and the Juvenile Detention 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 Collective Bargaining Agreement in December 2018.

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

- Expiration Date:
  - December 31, 2021.
- Wage Adjustments:
  - Effective January 1, 2019 two and two tenths percent (2.2%)
  - Effective January 1, 2020 two and two tenths percent (2.2%)
  - Effective January 1, 2021 two and two tenths percent (2.2%)
- 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.
  - Per IRS regulations, the election needs to be done in the year prior to the actual sell back and the decision is irrevocable.
- Sick Leave:
  - Compliance with new Washington State Sick Leave Laws
- Family and Medical Paid Leave:
  - Compliance with new Washington Family and Medical Paid Leave
- Scope:
  - 3 year contract- January 1, 2019-December 31, 2021.

## 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.

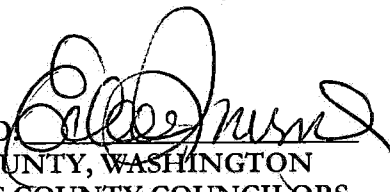
**BUDGET DETAILS**

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  
Director, Human Resources

APPROVED:   
CLARK COUNTY, WASHINGTON  
BOARD OF COUNTY COUNCILORS

DATE: Jan. 22, 2019

SR# 07-19



**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

## Part II: Estimated Revenues

Fund #/Title	2019 Annual Budget	
	GF	Total
<b>Total</b>		

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	29	\$45,000	\$45,000
<b>Total</b>	<b>29</b>	<b>\$45,000</b>	<b>\$45,000</b>

III. B – Expenditure by object category

Fund #/Title	2019 Annual Budget	
	GF	Total
Salary/Benefits	\$45,000	\$45,000
Contractual		
Supplies		
Travel		
Other controllables		
Capital Outlays		
Inter-fund Transfers		
Debt Service		
<b>Total</b>	\$45,000	\$45,000