

CLARK COUNTY STAFF REPORT

DEPARTMENT: Human Resources

DATE: July 12, 2018

REQUESTED ACTION: Approve Collective Bargaining Agreements (CBA's) between Clark County (County) and:

- Local 11 Office and Professional Workers (OPEIU),
- AFSCME Local 307CO,
- Laborers' International Union of North America Health Care Division (LUNA) Local 335, and
- Local 17 Professional and Technical Employees (PTE)

Consent Hearing County Manager

BACKGROUND

The CBA's between the County and OPEIU Local 11, AFSME Local 307CO, LIUNA Local 335 and PTE Local 17 (the Coalition) expire June 30, 2018. The County engaged in a respectful and successful bargaining process with the coalition, reaching a tentative agreement.

The members of the Coalition voted to ratify the agreement on or about June 21, 2018.

These agreements are within the financial and policy parameters established by the County Council and the County Manager. Key elements of the agreement include, but are not limited to:

- Expiration Date: June 30, 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%)
 - "Me Too" clause for wages above 2.2%
- Vacation Accrual Rate Maximum decreased as follows:
 - Completion of 25 years of services; decreased from 448 hours to 400 hours
 - Completion of 30 years of services; decreased from 496 hours to 400 hours
- Vacation Sell Back: Employee may be eligible to sell back up to forty (40) hours of vacation after using at least forty (40) hours of vacation.
- Floating Holidays: One (1) additional floating holiday.
- Elimination of Paid Time Off
- Healthcare Committee: The County will conduct a full evaluation of the Healthcare Committee, including but not limited to, process, charter, effectiveness, etc. Should the evaluation show the need for changes, the parties agree to open the Health Care Committee MOU and bargain the changes.
- Updated language to be in compliance with Washington State Law, including, but not limited to sick leave and drug and substance abuse free workplace.

- Compensation studies on various positions.

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/>

Mande Lawrence
Manager, Human Resources

Kathleen Otto

Kathleen Otto
Director, Human Resources

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



DATE: 07/17/2018

SR# 125-18

APPROVED: _____
Kathleen Otto, Deputy County Manager / Director, Human Resources

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	2017-2018 Biennium		2019 Annual Budget		2020 Annual Budget	
	GF	Total	GF	Total	GF	Total
Total						

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

Part III: Estimated Expenditures

III. A – Expenditures summed up

Fund #/Title	FTE's	2017-2018 Biennium		2019 Annual Budget		2020 Annual Budget	
		GF	Total	GF	Total	GF	Total
0001 General Fund	307			334,155	334,155	341,466	341,466
1011 Planning & Code	75				94,052		96,118
1012 Road Fund	182				237,128		242,334
1014 Bonneville Timber	1				758		774
1018 Children's Justice Center	3				3,250		3,322
1022 Crime Victim & Witness	9				7,655		7,824
1025 Health Department	94				82,323		84,134
1032 MPD Operations	50				35,644		36,430
1033 Mental Health Sales Tax	5				4,426		4,523
1935 Admin. & Grants Mgmt.	13				13,497		13,794
1936 Weatherization/Energy	1				835		854
4014 Solid Waste	10				12,499		12,773
4420 Clean Water	17				20,243		20,687
4580 Wastewater Maint.	14				18,610		19,019
5006 Elections	5				5,635		5,759
5091 Equipment	3				2,719		2,779
5093 Central Support Svs	1				1,089		1,113
1020 Treasurer's O & M Fund	2				1,176		1,202
Total	792				875,694		894,905

III. B – Expenditure by object category

Fund #/Title	2017-2018 Biennium		2019 Annual Budget		2020 Annual Budget	
	GF	Total	GF	Total	GF	Total
Salary/Benefits			334,155	334,155	341,466	341,466
Contractual						
Supplies						
Travel						
Other controllables						
Capital Outlays						
Inter-fund Transfers						
Debt Service						
Total			334,155	334,155	341,466	341,466