

NO. 14-0437

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
OF SPOKANE COUNTY, WASHINGTON

IN THE MATTER AUTHORIZING THE EXECUTION )  
OF A COLLECTIVE BARGAINING AGREEMENT )  
WITH LOCAL 1553 )  
[January 1, 2011 - December 31, 2013] )

**RESOLUTION**

**WHEREAS**, pursuant to the provisions of RCW 36.32.120(6), the Board of County Commissioners of Spokane County (hereinafter sometimes referred to as the "Board") has the care of County property and the management of County funds and business; and

**WHEREAS**, pursuant to the provisions of chapter 41.56 RCW, public employers have the duty to collectively bargain with collective bargaining units with regard to wages, hours and working conditions; and

**WHEREAS**, pursuant to the above referenced statutory provisions, the Board through the Labor Relations Unit has been collectively bargaining a successor labor agreement with Local 1553; and

**WHEREAS**, the Parties exchanged proposals and reached an agreement expressed in the supplemental agreement through December 31, 2013, as more particularly set forth in Attachment "A," attached hereto and incorporated herein by reference; and

**WHEREAS**, highlights of the supplemental agreement include adjustments to the anniversary date; whereas, the layoff section in the Master Contract shall now control questions regarding reinstatement of benefit rights after a recall or rehire, omitting of the "One Time Pay Event", and updates for layoff and recall procedures (Article 20); and

**WHEREAS**, the above referenced bargaining unit has ratified the changes proposed in Attachment "A;" and

**WHEREAS**, the Labor Relations Unit is requesting and recommending that the Board of County Commissioners ratify the supplemental agreement as outlined in Attachment "A"; and

**NOW, THEREFORE, BE IT HEREBY RESOLVED** by the Board of County Commissioners of Spokane County, that the Board of County Commissioners does hereby approve and agree with all provisions set forth in Attachment "A," attached hereto and incorporated herein by reference, with Local 1553.

**BE IT FURTHER RESOLVED**, by the Board of County Commissioners of Spokane County that either the Chairman of the Board or a majority of the Board be and is hereby authorized to execute, at other than an open meeting, any documents with respect to the above referenced bargaining unit so long as it/they are consistent with the provisions of Attachment "A". The above referenced resolution number shall be affixed to any such documents and such documents shall be provided to the Clerk of the Board for public record.

PASSED AND ADOPTED this 20th day of May, 2014.



BOARD OF COUNTY COMMISSIONERS  
OF SPOKANE, COUNTY, WASHINGTON

Al French  
AL FRENCH, Chair

Absent  
TODD MIELKE, Vice-Chair

Shelly O'Quinn  
SHELLY O'QUINN, Commissioner

Attest:

Daniela Erickson  
Daniela Erickson  
Clerk of the Board

**SUPPLEMENTAL AGREEMENT**

**BETWEEN**

**LOCAL 1553 OF THE WASHINGTON STATE COUNCIL  
OF COUNTY AND CITY EMPLOYEES,  
AFSCME, AFL-CIO**

**AND**

**BOARD OF COUNTY COMMISSIONERS OF SPOKANE COUNTY,  
SPOKANE COUNTY ASSESSOR,  
SPOKANE COUNTY AUDITOR,  
SPOKANE COUNTY CLERK,  
SPOKANE COUNTY SHERIFF,  
SPOKANE COUNTY TREASURER,  
JUVENILE COURT SUPPORT SERVICES,  
PROSECUTING ATTORNEY SUPPORT SERVICES,  
PUBLIC DEFENDER SUPPORT SERVICES,**

**JANUARY 1, 2011 THROUGH DECEMBER 31, 2013**

For the purposes of continuity, the Articles listed in this Supplement numerically correspond with the Articles found in the Master Contract.

## **ARTICLE 6 - UNION MANAGEMENT RELATIONS**

### **6.4 - Labor/Management Committee**

It is mutually agreed that a joint committee shall be formed from the Union and Management to conduct Regular Labor/Management Meetings for the purpose of resolving problems that may arise and to promote a cooperative climate of Labor/Management relations. Meetings shall be conducted bi-monthly or as determined by the committee. The committee shall be comprised of four (4) members from the Union and four (4) members representing Management. In the interest of enhancing Labor/Management relations, a member of the Board of Commissioners shall be invited to attend each meeting. Additional persons may be invited to participate by mutual agreement. Meeting agendas will be prepared and submitted in advance of each meeting.

## **ARTICLE 12 - HOURS OF WORK**

**12.1.3** - The normal work week shall consist of five (5) consecutive work days followed by two (2) days of rest. Seven and one half (7 ½) consecutive hours of work, except for interruptions for lunch periods shall constitute a work day, unless otherwise provided for in a specific addendum.

## **ARTICLE 15 – WAGES**

### **15.3.16. Adjustments to the Anniversary Date – Pursuant To Layoff**

Below sections shall govern starting salary and longevity dates when rehired after a layoff, although this does not prohibit the employer from consideration of advance step placement for rehired employees:

15.3.16.2 When an employee returns from layoff and is reemployed in the same classification as originally held, the original anniversary date will be adjusted in accordance with County policies and procedures in effect on August 9, 2001. (Same as Master Contract Appendix 6 Article 15.3.16.1).

15.3.16.3 When an employee returns from layoff and is reemployed in a classification other than that originally held, the reemployment date shall be used to calculate the new step and longevity dates.

Article 20 – Layoffs section in the Master Contract will control questions regarding reinstatement of benefit rights after a recall or rehire, Employees shall retain union seniority accrued prior to layoff when rehired to work, minus the time laid off.

## **15.5- Shift Differential**

In addition to the established wage rates, the employer shall pay an hourly premium for all hours worked on a regular scheduled shift beginning 12:00 noon or after. The rate shall be fifty cents (\$.50) an hour from 12:00 noon until 7:00 P.M. Sixty cents (\$.60) an hour from 7:00 P.M. until 6:00 A.M.

## **15.7 - Overtime**

15.7.1 Departments shall make every reasonable effort to distribute overtime equally. Departments shall consider the job classification of employees and the ability of the employees to do the particular work required. Departments shall make every reasonable effort to provide overtime work opportunities to full time employees prior to providing overtime work opportunities to part time or extra help employees.

15.7.2 Time and one-half ( $1 \frac{1}{2}$ ) the employee's regular rate pay shall be paid for work under any of the following conditions, but compensation shall not be paid twice for the same hours:

15.7.3 All work performed in excess of seven and one-half ( $7 \frac{1}{2}$ ) hours in any work day.

15.7.4 All work performed in excess of thirty-seven and one-half ( $37 \frac{1}{2}$ ) hours in any work week.

## **15.8 - Comp Time**

At the employee's option, overtime work may be compensated by compensatory time off at time and one half ( $1 \text{ and } \frac{1}{2}$ ). Compensatory time off shall be used within six (6) months of the time it was earned. If compensatory time off has not been taken within six (6) months, it shall be paid at the time and one half ( $1 \text{ and } \frac{1}{2}$ ) rate. At the employee's option, comp time accrued over seven and one half hours ( $7 \text{ and } \frac{1}{2}$ ) or more may be taken in intervals of one (1) work day or more. No employee shall have more than thirty seven and one half ( $37 \text{ and } \frac{1}{2}$ ) hours of compensatory time (25 actual overtime hours worked) on the books.

Compensatory time may be taken at times mutually agreeable to the employer and the employee. Failure on the part of the employer and employee to agree on when the compensatory time may be taken shall not be grievable.

Compensatory time on the books at the time of Separation from Service shall be paid at the time and one half ( $1 \text{ and } \frac{1}{2}$ ) rate.

## **15.9 - Longevity**

A monthly longevity bonus will be paid an employee, in addition to his/her regular rate of pay, if the employee has continuous service from the time of appointment to regular full time employment. Payment will be calculated as follows:

<u>Continuous Service</u>	<u>Monthly Amount</u>
Over 10 years	\$34.92
Over 15 years	\$52.38
Over 20 years	\$69.84
Over 25 years	\$87.30

The longevity date is established as the first (1<sup>st</sup>) of the month for all employees hired on the fifteenth (15<sup>th</sup>) of the month or before; as the first (1<sup>st</sup>) of the following month for all employees hired after the fifteenth (15<sup>th</sup>) of the month.

## **15.10 Out of Class Pay**

**15.10.1** When an employee performs work at the written request of the Department Head, Elected Official or designee for two (2) hours or more in a work day, in a classification above that in which the employee is normally classified, the employee shall be paid for such work at the rate assigned to the higher classified position at the Step that results in a minimum of a 5% increase in pay, but does not exceed the range of the higher classification. Out of class pay will not be authorized in any case if there is no position in the department/division in the classification for which out of class pay is being requested. The employee must meet the minimum requirements of the higher classification in order to be assigned the out of class, and essential functions of the higher job classification and be paid the out of class pay if the temporary out of class work will exceed six (6) weeks.

**15.10.2** Out of class work will be assigned to employees based on seniority and ability.

## **ARTICLE 16 - SENIORITY**

### **16.1 Definition**

Seniority shall be defined as following:

- A. Total length of service within a department; in a Bargaining Unit position; if tied, then,
- B. Total length of service within a job classification; in a Bargaining Unit position; if tied, then,
- C. Total length of service within the Bargaining Unit; if tied, then,
- D. Total length of service within the County.

## **16.2 - New Hire Probationary Employee**

The first nine hundred seventy five (975) straight time hours of employment in accordance with Article 12.3 of the Master Contract shall be deemed a performance probationary period and during such period, an employee may be transferred, laid off or terminated at the discretion of the Employers.

Probationary employees continued in the service of the Employers subsequent to the nine hundred seventy five (975) hours after the initial date of employment, shall become regular employees.

## **16.3 - Computing Seniority**

For the purpose of computing seniority, all authorized leaves except leaves of absence granted during their probationary period, shall be considered as time worked. Employees who are laid off as a result of a reduction in positions, and who are subsequently reinstated, shall retain their full seniority except for such period of layoff.

The employee's earned seniority, and regular employee status shall be lost for any of the following reasons:

- A. Discharge or resignation of the employee;
- B. Inability to return to work after one (1) year of absence due to medical reasons, except for on-the-job injuries. Time frames may be extended by mutual agreement of the parties.
- C. Failure to report for work the first work day or shift following the expiration of the authorized leave of absence without an authorized extension;
- D. Temporary layoff exceeding an eighteen (18) month period;
- E. Failure, when on layoff, to report for work in accordance with Article 20.3.4.

## **16.4 - Seniority List**

Departmental seniority lists shall be brought up to date each year on January 1 and posted in a conspicuous place. Two (2) copies of the seniority list shall be provided by Management to the Shop Steward.

## **16.5 - Returning to Work After Authorized Leave**

16.5.1 Any employee returning to work after an authorized leave, per article 11.5 of the Master Contract may claim his/her former regular classification if the classification still exists and, and a position is vacant. If the classification no longer exists, or there is no vacant position, he/she may first, by department seniority and second, by County seniority, claim an existing lower classification, for which he/she is qualified.

16.5.2 Any current employee so displaced shall have similar rights to claim a lower existing classification by seniority, for which he/she is qualified.

16.5.3 An employee on an authorized leave of absence for the purpose of becoming a full time paid employee of the Union for a period not to exceed one (1) year, shall not accumulate seniority during the authorized leave

## **ARTICLE 19 - POSTING/LATERAL TRANSFERS/PROMOTIONS**

### **19.2 – Posting**

19.2.1 When a vacancy occurs, which management deems necessary to fill, management will post the Reassignment/Voluntary Demotion Request form in the department. Reassignment/Voluntary Demotion Requests, using the attached form, will be taken during the five (5) working days a vacancy is posted in accordance with article 19.2.5. After that, using this form, management will conduct informal discussions with the staff regarding reassignments and attempt to reach mutual agreement whenever possible.

19.2.2 Reassignments/Voluntary Demotions requests will be given consideration in the following order:

19.2.2.1 Employees wishing to demote;

19.2.2.2 New assignment within the same job classification;

19.2.3 The process will be as follows;

19.2.3.1 No Reassignment/Voluntary Demotion Request will be required in a singularly held classification. However employees will be notified in the usual manner that a singularly held position is available and if they wish to promote, they must apply through the Human Resources Department within the 5 working days posting period.

19.2.3.2 Management will advise department employees of where the initial assignment exists at the time of the posting through the normal department posting process and in the normal locations.

19.2.3.3 Employees may withdraw their request prior to the official notification of the final reassignment(s).

19.2.3.4 If an employee is absent from the open date through the closing date, management will accept the reassignment request if management is contacted within one (1) working day after the closing date.

19.2.3.5 Additional information and/or documentation may be submitted by the employee at the time of the discussion.

19.2.3.6 If qualifications are equal, seniority will be the determining factor.

19.2.3.7 In all cases, final determination will be made by the Elected Official/Department Head or designee.

19.2.4 Applications, and information regarding Local #1553 Bargaining Unit member applicants outside the department will not be released from the Human Resources Department until reassignments within the department are completed.

19.2.5 When a vacancy occurs, which management deems necessary to fill, the department will post the opening to the Bargaining Unit members in the department and concurrently, as needed, to the Bargaining Unit, Master Contract members and open.

19.2.5.1 The vacancy will be posted for a minimum of five (5) working days. All AFSCME Master Contract members who turn in applications to Human Resources by the closing date and who meet the minimum requirements will be considered in the following order:

19.2.5.2 First consideration – Members of the Bargaining Unit within the Department;

19.2.5.3 Second consideration – Members of the Bargaining Unit.

19.2.5.4 Third consideration – Members of the Master Contract Locals.

19.2.5.5 The order of consideration will be defined on the recruitment posting.

### **19.3 – Transfers/Reassignments**

Transfers/Reassignments shall not be punitive in nature.

### **19.4 – Promotions/Voluntary Demotion**

Promotions to a higher classification or a voluntary change from a higher to a lower classification shall be according to seniority and ability, in accordance with 19.2.

### **19.5 – Procedures**

19.5.1 Any promotion, transfer or change in job classification within Local #1553 jurisdiction, shall be considered temporary for a period of one hundred twenty (120) calendar days from the date of the promotion. This period is considered a performance probationary period. If the employee decides he/she does not want the job, or the supervisor determines the employee is not suitable for the job, the employee shall be able to revert to their former classification without prejudice. Any employee who has been

promoted or transferred as a result of the original action may also reclaim their former classification.

19.5.2 Employees not selected, shall upon request, receive a written explanation citing the reasons why they were not selected. This explanation should be sufficiently detailed so the employee understands the specific qualifications needed for the next available position.

## **ARTICLE 20 - LAYOFF AND RECALL PROCEDURES**

The parties agree that the effect of a layoff is negotiable, therefore, the following language is intended to both clarify and establish procedures for any impending layoffs realized by members of the Bargaining Unit and any subsequent recall.

### **20.1 - Layoff**

**20.1.1** No layoffs shall be executed as long as there are extra help/temporary employees in the same job classification in that department. If extra help/temporary employees are being utilized in a different classification, in that department, that extra help work will be offered to qualified employees who are being laid off.

**20.1.2** In the event of a layoff for any reason, employees shall be laid off in the inverse order of their job classification seniority within the department. In the event of a tie:

**20.1.2.1** Then total department seniority, if still a tie;

**20.1.2.2** Then Bargaining Unit seniority, if still a tie;

**20.1.2.3** Then total job classification seniority in all departments, if still a tie

**20.1.2.4** Then total County employment seniority shall prevail.

**20.1.2.5** If a tie still exists, each affected member will roll a die, in the presence of labor and management, until a high number prevails.

**20.1.3** Employees being laid off shall be given written notice of such layoff thirty (30) days prior to the layoff if possible. In no event shall written notice of layoff be less than ten (10) working days.

### **20.2 - Bumping**

**20.2.1 Lateral Bump:** If an employee is laid off and that employee has greater departmental seniority than that of other employees in the same general job class listing (see Appendix A) at the same salary range, he/she may bump that employee, if they have the ability to perform the work of that position.

**20.2.2 Downward Bump:** If an employee is laid off and that employee has greater department seniority than that of other employees in a lower job classification in their general class listing (see Appendix A) or a previously held job classification, he/she may then bump the least senior, lower class employee, if he/she meets the minimum qualifications of that position. Bumping downward shall be considered as being demoted. The employee who has been bumped shall then have the same opportunity to bump downward.

**20.2.3** An employee who has been demoted, shall move to the highest Step of the new salary range that does not exceed their current salary.

**20.2.4** If an employee has been laid off from his/her job classification in his/her current department and has no bumping rights, he/she shall have the right to bump into a prior job classification in their prior department, under the following conditions:

- A. If it has been twelve (12) months or less since leaving their last department, he/she can bump to their prior job classification if they have sufficient departmental seniority from their former department.
- B. If it has been more than twelve (12) months since leaving their last department, he/she can bump, at the discretion of the Department Head or Elected Official of the prior department, to their prior job classification and department if they have sufficient department seniority from the former department.

The Department Head or Elected Official may require a six (6) month probationary period. An employee who is terminated during such probationary period shall go on the recall list for the job classification from which they were originally laid off.

**20.2.5** Bumping will only be final upon review of seniority by the Executive Board.

### **20.3 - Recall**

**20.3.1** Employees who are laid off, or demoted in lieu of layoff, shall be recalled to fill vacancies in their former classification and department.

**20.3.2** If a department has a vacancy in which they have no employees in layoff status and there are other Bargaining Unit employees who are laid off from the same job classification in another department, they shall be considered for that vacancy.

- 20.3.3** Employees shall retain all benefits and seniority accrued prior to layoff when recalled to work, minus the time laid off. (see Article 20 of Master Contract for more detail).
- 20.3.4** Recall rights under this provision shall be limited to eighteen (18) months from the date of layoff or demotion. Employees may refuse a recall once. A second refusal to return to work will remove an employee from the recall list. Laid off or demoted employees who have been offered work shall have ten (10) working days from the date of notice to accept such recall. Offers of employment off the recall list shall be done in writing either by registered letter to the last known address of the laid off employee or hand delivered to the employee.
- 20.3.5** Any temporary or extra help work required by a department in a job classification in which there are employees on layoff shall be offered to laid off employees.

#### **20.4 - Definitions**

- 20.4.1 Department Seniority:** Total length of unbroken service within a department within the Bargaining Unit.
- 20.4.2 Bargaining Unit Seniority:** Total unbroken service within the Bargaining Unit.
- 20.4.3 Job Classification Seniority:** Total length of unbroken service within a job classification within the department and the Bargaining Unit.
- 20.4.4 County Employment Seniority:** Total length of unbroken employment in the County.
- 20.4.5 Bargaining Unit:** Local 1553
- 20.4.6 Department:** Those departments listed in the recognition clause of this contract.
- 20.4.7 General Job Classification:** Grouping of similar occupations as listed and categorized in "Appendix A"
- 20.4.8 Job Classification:** Individual jobs as defined in "Appendix A" of this contract.

### **ARTICLE 21 - GENERAL CONDITIONS**

#### **21.5 - Shoe Policy**

- 21.5.1 Employees who are required to wear safety shoes on the job will be provided one (1) pair of safety toed shoes per year through the County's Safety Shoe Program.
- 21.5.2 Employees who currently have custom made boots will be allowed to keep custom made boots under the following conditions:
- A. Custom boots will be retro fitted with safety toes at a one (1) time cost of \$160.00, or County will purchase the first pair as defined in 21.5.2.B.
  - B. Custom boots will be replaced every three (3) years at a maximum cost of no more than three (3) times the annual contract bid price.
  - C. Employees who currently do not have custom boots will be required to go under the County's program with the exception of those who cannot be fitted or require a special fit due to medical problems.
- 21.5.3 New employees will be required to go under the County's Shoe Program unless they qualify under 21.5.2.C.
- 21.5.4 Wearing safety shoes on the job is required in the following departments and activities, but not limited to the following listed departments as defined by the County's Risk Manager.
- A. Parks and Recreation
    - 1. Parks Maintenance
  - B. Facilities Maintenance
  - C. Information Systems Department (delivery and maintenance)
  - D. Auditor's Inventory Personnel
- 21.5.5 Employees who are not covered by this Agreement who are required to exceed WAC 296-155-212 (Section 3) shall be reimbursed for the cost of their footwear as required. The cost shall not exceed annual contract bid price.



## **APPENDIX A – GENERAL JOB CLASS LISTING**

Family	Job Code	Classification Job Code Title
A	1001	Office Assistant 4
A	1002	License Specialist Lead
A	1005	Office Assistant 2
A	1007	Office Assistant 3
A	1008	License Specialist
A	1009	Secretary 1
A	1012	Secretary 2
A	1017	Staff Assistant 1
A	1021	Mail Clerk
A	1095	Election/Voter Services Technician
A	1096	Election/Voter Services Lead
A	1097	Voter Services Specialist
A	1100	Recording Specialist
A	1101	License Specialist Field Liaison
A	1110	Recording Specialist, Senior
A	1123	Case Management Specialist
A	3000	Building & Planning Senior Services Coordinator
A	3001	Building & Planning Services Coordinator 1
A	3003	Building & Planning Services Coordinator 2
A	4097	Legal Office Assistant 1
A	4098	Legal Office Assistant 2
A	4099	Legal Secretary
A	4102	Victim/Witness Program Specialist
A	4206	Court Clerk
A	4215	Court Process Clerk
B	1124	Senior Accountant
B	1200	Debt Management Officer
B	1201	Cashier
B	1205	Accounting Technician 2
B	1210	Accounting Technician 3
B	1211	Accounting Technician 4
B	1212	Fiscal Grant Specialist
B	1213	Payroll Control Technician
B	1215	Accountant
B	1238	Cash Flow Manager
B	1400	Tax Foreclosure Specialist
B	1402	Tax Collection Specialist

B	1406	Tax Collection Specialist 2
B	1407	Tax Collection Specialist 3
<b>Family</b>	<b>Job Code</b>	<b>Classification Job Code Title</b>
C	1219	Buyer 1
C	1221	Buyer 2
C	1222	Buyer 3
D	1405	Personal Property Evaluator
D	1408	Manufactured Home Appraiser 2
D	1409	Residential Appraiser Trainee
D	1410	Residential Appraiser
D	1411	Real Property Appraiser 2
D	1412	Appraisal Support Specialist
D	1413	Property Sales Analyst & Appeals Specialist
D	1414	Commercial Appraiser
D	1415	Industrial Appraiser
D	1416	Levy Specialist
D	1417	Property Records Technician
D	1423	Manufactured Home Appraiser 3
E	2410	Park Ranger
F	1509	Graphics Designer/Illustrator
G	1652	Geographic Information Systems Senior Analyst
G	1653	Geographic Information Systems Technician 2
G	1654	Geographic Information Systems Database Administrator
G	1656	Geographic Information Systems Specialist
G	1658	Geographic Information Systems Technician 1
H	1607	Customer Services Coordinator
I	1609	Telecommunication Specialist
J	1619	Systems Analyst
J	1621	Analyst Programmer
J	1625	Computer Programmer
J	1627	Senior Computer Programmer

K	1306	Loss Control Specialist
K	1328	Workers Compensation Claim Adjudicator
K	1330	Liability Claims Adjudicator
<b>Family</b>	<b>Job Code</b>	<b>Classification Job Code Title</b>
K	1335	Claims Technician
L	1604	Technical Support Specialist
L	1641	Senior Systems Administrator
L	1642	Senior Technician Support Specialist
M	2002	Parks Maintenance Coordinator
M	2005	Maintenance Worker 1
M	2006	Maintenance Worker 2
M	2007	Trades Specialist 1
M	2008	Trades Specialist 2
M	2021	Assistant Golf Course Superintendent
M	2025	Golf Course Maintenance Specialist
M	3308	Event Production Coordinator
M	3309	Event Maintenance Coordinator
N	2013	Mechanic 2
O	2104	Planner 1
O	2105	Planner 2
O	2107	Planner 3
O	2109	Neighborhood Services Specialist
O	3014	Building & Planning Land Use Technician
P	2115	Community Development Specialist 1
P	2116	Community Development Specialist 2
P	2117	Community Development Specialist 3
Q	3203	Program Planner/Evaluator
Q	3204	Mental System Qual. Evaluator
Q	3205	Human Services Coordinator
Q	3211	Living Skills Service Provider
R	2905	Kennel Maintenance Officer
R	2907	Kennel Maintenance Assistant
R	2910	Animal Protection Officer
R	2915	Animal Protection Assistant

S	3006	Field Inspector
S	3018	Building/Fire Prevention Inspector
S	3020	Building & Planning Senior Inspector
<b>Family</b>	<b>Job Code</b>	<b>Classification Job Code Title</b>
T	3005	Senior Building Technician
T	3017	Building & Planning Project Coordinator 1
T	3019	Building & Planning Project Coordinator 2
T	3021	Building & Planning Project Coordinator 3
U	3101	Building & Planning Plans Examiner 1
U	3102	Building & Planning Plans Examiner 2
U	3103	Building & Planning Plans Examiner 3
V	3403	Veteran Services Officer
W	4062	Emergency Communications Call Receiver
W	4063	Emer. Comm. Msga, Data/Public Outreach Coordinator
X	1317	Computer Application Specialist
X	1318	Computer Application Specialist 2
X	1420	Data Quality Technician
X	1620	CSHCD Data Information Anaylist
Y	4100	Interviewer - Prosecuting Attorney
Y	4114	Paralegal 1
Y	4115	Paralegal 2
Y	4117	Criminal History Specialist
Y	4121	Investigator
Z	4127	Pretrial Service Officer
Z	4305	Probation Officer 1
AA	4401	Department Aide 1
AA	4402	Department Aide 2
BB	5004	Autopsy Assistant

BB	5006	Deputy Medical Investigator
CC	2125	Computer Applications Assistant
DD	4020	Communication Technician Aid
DD	4021	Communication Technician

1553 SUPPLEMENTAL AGREEMENT

FOR THE UNION:

Robert W. Brock

Robert Brock  
President, Local #1553

Gordon Smith

Gordon Smith, Council #2

FOR THE EMPLOYERS:

Al French

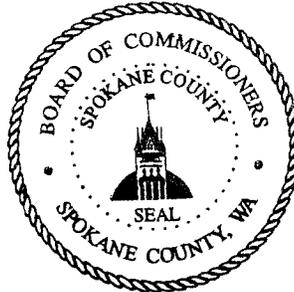
Al French, Commissioner

Todd Mielke

Todd Mielke, Commissioner

Shelly O'Quinn

Shelly O'Quinn, Commissioner



### AGENDA SHEET

**SUBMITTING DEPARTMENT:** Labor Relations Unit

**CONTACT PERSON:** Timothy O'Brien

**PHONE NUMBER:** 477-2880

**CHECK TYPE OF MEETING ITEM BELOW:**

**BELOW FOR CLERK'S USE ONLY:**

9:30 AM CEO MEETING:

2:00 PM CONSENT AGENDA: x  
BY LEAVE:

5:30 PM LEGISLATIVE SESSION:   
BY LEAVE:

SPECIAL SESSION:

Clerk's Resolution No. 14-0437  
Approved: Majority/Unanimous \_\_\_\_\_  
Denied: Majority/Unanimous \_\_\_\_\_  
Renews/Amends No. \_\_\_\_\_  
Public Works No. \_\_\_\_\_  
Purchasing Dept. No. \_\_\_\_\_

**AGENDA TITLE:** IN THE MATTER AUTHORIZING THE EXECUTION OF A COLLECTIVE BARGAINING AGREEMENT WITH LOCAL 1553.

**BACKGROUND:** (Attach separate sheet(s) if necessary):

The Labor Relations Unit has been collectively bargaining a successor supplemental agreement Local 1553. The Labor Relations Unit exchanged proposals and reached an agreement proposing to extend the terms and conditions of the existing supplemental agreement through December 31, 2013, as more particularly set forth in Attachment "A," attached hereto and incorporated herein by reference.

**FISCAL IMPACT:**

This supplemental agreement has adjustments to the anniversary date; whereas, the layoff section in the Master Contract shall now control questions regarding reinstatement of benefit rights after a recall or rehire, omitting of the "One Time Pay Event", and updates for layoff and recall procedures (Article 20).

This supplemental has no increases in wages or benefits.

**REQUESTED BOARD ACTION:** The Labor Relations Unit is requesting and recommending that the Board ratify and execute the labor agreement attached as Attachment "A".

**SIGNATURES:**

Timothy O'Brien  
Department Head/Elected Official or  
Designated Authority (Requesting Agenda Item)

\_\_\_\_\_  
Marshall Farnell,  
Chief Executive Officer

\_\_\_\_\_  
Grants Administrator (sign-off)

\_\_\_\_\_  
Auditor's Office

\_\_\_\_\_  
Treasurer's Office

\_\_\_\_\_  
Budget Office

This item will need to be codified in the Spokane County Code.