

ARTICLE – 10 – BEREAVEMENT LEAVE

10.1 ~~Effective April 1, 2018,~~ Bereavement Leave:

Bereavement leave entitles a member up to three (3) working days off with pay, not chargeable to PTO leave balance if member suffers a death of a member of his/her immediate family as defined below.

Bereavement leave entitles a member up to ten (10) working days off with pay, not chargeable to PTO/CAT leave balances if the member suffers a death of a spouse or child.

In addition:

- Two additional working days may be authorized if travel time is needed for out-of-town funerals. To be considered out-of-town, the employee must travel more than one hundred and twenty-fives miles one way outside of Spokane County.
- Bereavement leave can be utilized over a six (6) month period after the death.
- If the employee requires additional bereavement time, they may request additional time off chargeable to compensatory time or PTO.

10.2 Immediate Family:

In the event of sickness, disability, medical or dental appointments or death in the immediate family requiring the presence of the employee, he/she shall be granted PTO/CAT leave with pay. The immediate family shall be defined as : Spouse, State Registered Domestic Partner, parent, step-parent, child (biological, adopted, step or foster) regardless of age or dependency status, sibling, grandparent, grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law or a more distant relative if living as a member of the employee's immediate family.

TENTATIVE AGREEMENT REACHED ON: 02/15/2022

Natalie Hilderbrand
Natalie Hilderbrand (Feb 17, 2022 12:46 PST)

For the Union:

Natalie Hilderbrand

Joshua Groat

For the County:

Joshua Groat

ARTICLE 17 - DISCIPLINE AND DISCHARGE

- 17.3** Any disciplinary action or measure may be grieved through regular procedures. The appeal of an oral reprimand is limited to an appeal to the **Senior** HR Director **or their designee**. The decision of the **Senior** HR Director **or their designee** shall be final and binding. The decision is not appealable.
- 17.4** The disciplinary measures above are listed from the least severe to the most severe. Repeated actions by an employee bringing about disciplinary measures may subject the employee to more severe measures. The level of the disciplinary action will be dependent on the severity of the incident. The Seven Steps of Just Cause Discipline are attached to this agreement as Appendix 2.

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For the Union:

Natalie Hilderbrand

Joshua Groat

For the County:

Joshua Groat

ARTICLE 23 - AUTHORIZED AGENTS

For the purposes of administering the terms and provisions of this Working Agreement:

- 23.1** The County's principle authorized representative shall be the County ~~Human Resource~~**Employee & Labor Relations** Manager or his/her duly authorized representative (Address:824 North Adams Street, Spokane, WA 99260 , Telephone: (509) 477-2880) except where a particular County representative is specifically designated in connection with the performance of a specified function or obligation set forth herein.
- 23.2** The Union's authorized representative(s) shall be the Staff Representative or his/her duly authorized representative of the Washington State Council of County and City Employees (Address: 1105 W. Francis Ave., Suite C, Spokane, WA 99205, Telephone: (509) 328-2830).


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For the Union:

Natalie Hilderbrand



For the County:

Joshua Groat

Non-Economic Proposal #16

ARTICLE 26 - EFFECTIVE DATE, CONTRACT PERIOD AND CHANGES

26.1 Effective Date: The term of this Agreement shall be ~~January 1, 2018~~ through ~~December 31, 2020~~. Unless specified otherwise, the terms of this Agreement shall become Effective on the day of signing.

TENTATIVE AGREEMENT REACHED ON: 02/15/2022

Natalie Hilderbrand
Natalie Hilderbrand (Feb 17, 2022 12:46 PST)

For the Union:

Natalie Hilderbrand

Joshua Groat

For the County:

Joshua Groat

Non-Economic Proposal #17

AGREEMENT

Between

**SPOKANE COUNTY BOARD OF COUNTY COMMISSIONERS;
SPOKANE COUNTY ASSESSOR; SPOKANE COUNTY AUDITOR;
SPOKANE COUNTY CLERK; SPOKANE COUNTY TREASURER; JUVENILE COURT
SERVICES, SPOKANE COUNTY PROSECUTOR; DETENTION SERVICES; SHERIFF'S
OFFICE and "9-1-1" EMERGENCY COMMUNICATIONS
and
1553-S OF WASHINGTON STATE COUNCIL OF COUNTY
AND CITY EMPLOYEES, AFSCME, AFL-CIO**

JANUARY 1, 2018 THROUGH DECEMBER 31, 2020

Unless specified otherwise, the terms of this agreement shall become effective on the day of signing.

IN WITNESS THEREOF, the parties hereto have set their hands this _____ day of _____, 20__.

FOR THE UNIONS:

FOR THE EMPLOYER:

Michelle Perrine
President, Local 1553-S

Al French
Spokane County Commissioner

Natalie Hilderbrand
WSCCCE-C2, Staff Representative

Josh Kerns
Spokane County Commissioner

Lyle Johnston
Secretary/Treasurer, Local 1553-S

Mary L. Kuney,
Spokane County Commissioner

Ozzie Knezovich,
Spokane County Sheriff

Vicky M. Dalton,
Spokane County Auditor

Tim Fitzgerald
Spokane County Clerk

~~Vicki Horton~~ **Tom Konis**
Spokane County Assessor

~~Rob Chase~~, **Mike Baumgartner**
Spokane County Treasurer

Larry Haskell
Spokane County Prosecutor

~~Bonnie Bush~~, **Tori Peterson**
Juvenile Court Services Director

~~John McGrath~~, **Michael Sparber**
Detention Services Director

~~Tim Hansen~~ **Ashley Cameron**,
Senior Human Resource Director

~~Randy Withrow~~ **Joshua Groat**,
~~Human Resource~~ **Employee & Labor Relations**
Manager

TENTATIVE AGREEMENT REACHED ON: 02/15/2022

Natalie Hilderbrand

[Natalie Hilderbrand \(Feb 17, 2022 12:46 PST\)](#)

For the Union:

Natalie Hilderbrand

Joshua Groat

For the County:

Joshua Groat

Non-Economic Proposal #18

APPENDIX #1 - LOCAL 1553-S CLASSIFICATIONS

*****This appendix is not being removed, but the titles of classifications will be changed and updated during the course of the negotiations.***

<u>Class No</u>	<u>Class Title</u>
1002	Staff Assistant 2
1022	Office Supervisor
1098	Voter Services Supervisor-Elections
1106	Assistant Elections Superintendent
1115	County Clerk Division Supervisor
1116	Tax Collection Supervisor
1119	Recording Supervisor—Auditor
1121	Appraisal Supervisor
1204	Accounts Payable/Payroll Supervisor
1209	Accounting Supervisor
1224	Senior Buyer (Buyer 4)
1245	Finance Manager
1246	Senior Finance Manager
1419	Commercial Property Appraisal Supervisor
1421	Residential Property Appraisal Supervisor
1422	Property Records Supervisor
1612	Senior Telecommunications Spec.
1645	Database Administrator
1649	G I S Manager
1655	Property Info/G I S Coordinator
2010	Trades Supervisor
2021	Assistant Golf Course Superintendent
2403	Park Planner
3216	Data System Supervisor
4012	Communications Supervisor
4017	Forensic Unit Supervisor
4019	Food Manager
4047	Fleet Manager
4052	Jail Office Supervisor
4061	Mental Health Manager
4064	911—Emergency Communication Supervisor
4104	Victim Witness Program Coordinator
4307	Probation Officer 2 (Juvenile)
4312	Food Service Manager-Geiger
4321	Work Release Supervisor
4323	Nurse Manager—Juvenile
4324	Case Management Supervisor—Geiger
4327	Detention Shift Supervisor
4329	Juvenile Detention Systems Manager
4333	Juvenile Court Unit Supervisor

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Natalie Hilderbrand

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For the Union:

Natalie Hilderbrand

Joshua Groat

For the County:

Joshua Groat

Non-Economic Proposal #21

Minor Clean up items:

- Article 9.1.a, fourth sentence, for scheduled absences are at the supervisor's discretion based on
- Article 9.5.2, first sentence, Employees must first use a minimum of five (5) working days' ~~pf~~-of PTO
- Article 9.7.3, sixth sentence, unpaid status will reduce years of service. If separation from the county is not as a result
- Article 9.10.a, first sentence (2 changes), A change in position may require an ~~e~~ employee to convert from the POT ~~plan~~-plan, back to
- Article 10.1, first bullet under In addition:, second sentence, To be considered out-of-town, the employee must travel more than one hundred and twenty-fives
- Article 11.2.2, second sentence, first day of the following the month of hire
- Article 15.9.1.B, first sentence, Employees must receive prior

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For the Union:

Natalie Hilderbrand



For the County:

Joshua Groat

ARTICLE 4 - UNION RECOGNITION AND BARGAINING UNITS

4.1 Local 1553-S:

The Employer recognizes Local 1553-S of the Washington State Council of County and City Employees of the American Federation of State, County and Municipal Employees, Council 2, AFL-CIO as the sole and exclusive bargaining representative of the regular supervisory employees in classifications listed in Appendix #1 to the Agreement, in the Departments of Assessor, Auditor, Treasurer, Clerk, Purchasing, Information Systems, Building Code Enforcement, Planning, Facilities Maintenance, Juvenile Court Services, Detention Services, Sheriff's Office, ~~9-1-1 Emergency Communications~~ and Prosecuting Attorney except those who are working in a classification where another bargaining agent has been certified as the bargaining representative. For District Court, see the Preamble.

4.1.1 Elected officials, Department Heads, confidential employees and all other non-supervisory employees of Spokane County shall be excluded.

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For the Union:

Natalie Hilderbrand

Joshua Groat

For the County:

Joshua Groat



Tentative Agreement

Final Audit Report

2022-02-17

Created:	2022-02-17
By:	Patricia Cruz (PCRUZ@spokanecounty.org)
Status:	Signed
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