

County's Initial Economic Proposals  
Given to the Union on April 14, 2022 @ \_\_\_\_\_

2022 Negotiations between  
Spokane County  
and  
Council 2 & Local 492-M

County's Initial Economic Proposals  
April 14, 2022

\*\*All proposals maybe withdrawn at any time by either party. All final tentative agreements are subject to approval by both the Union's voting membership and the Spokane County Board of County Commissioners.

**ARTICLE 8 – HOLIDAYS**

**8.1**           **List:** The following days shall be recognized and observed as paid holidays:

New Year's Day	(January 1st)
Martin Luther King Jr.'s. Birthday	(3rd Monday in January)
President's Day	(3rd Monday in February)
Memorial Day	(Last Monday in May)
<b>Juneteenth</b>	<b>(June 19<sup>th</sup>)</b>
Independence Day	(4th of July)
Labor Day	(1st Monday in September)
Veteran's Day	(November 11)
Thanksgiving Day	(4th Thursday in November)
Day after Thanksgiving <b>immediately following Thanksgiving)</b>	<del>(4th Friday in November)</del> <b>Friday</b>
Christmas Day	(December 25)
One (1) Floating Holiday	

Employees shall observe a holiday on the day it occurs. If an employee works on any of the holidays listed above, he/she shall be paid in accordance with Article 8.4.

**8.2**           Any other day so designated as a one (1) time holiday by the Governor of the State of Washington or the President of the United States shall be recognized and observed as a one (1) time event. If ~~an~~ **an employee(s)** must work on a one-time holiday, they will receive the holiday pay at straight time plus paid time off at a later date for all hours actually worked on the one-time, non-recurring holiday no premium rate is earned and the one-time holiday becomes a floater to be used at a later date. Should an additional perpetual, **federal**, holiday be declared, the parties, agree to meet and negotiate the impact of the holiday on the bargaining unit If an employ is requested to work on the one-time, non-recurring holiday, they will receive the holiday pay plus paid time off at a later date for all hours actually worked on the one-time, non-recurring holiday.

County's Initial Economic Proposals  
 Given to the Union on April 14, 2022 @ \_\_\_\_\_

County Economic Proposal #2

**ARTICLE 11 - INSURANCE BENEFITS**

**11.1 Medical - The Employer agrees to provide two (2) medical plans; Preferred Provider Plan (PPO) and a Health Maintenance Organization (HMO). The Employer agrees to provide at least two (2) medical plans of which there will be a minimum of one Preferred Provider Plans (PPO) plan and a Health Maintenance Organization (HMO) plan.**

The Employees' monthly premium share towards the PPO or HMO medical, dental and vision plan will be based on the following percentages of the total cost of the coverage:

Employee	5%
Employee & Child (ten)	10%
Employee & Spouse	10%
Full Family	10%

Employee's monthly premium sharing costs will be set up to be paid with pre-tax dollars and the employee's monthly premium will be split over the two pay periods in the month.

**The employer agrees that for the term of this agreement, the out-of-pocket maximums for the PPO & HMO plans will be as follows:**

- **HMO - \$1,000 - Individual/\$3,000 - Family**
- **PPO - \$2,000 - Individual/\$6,000 - Family**

~~For clarification purposes the premium share includes the Delta Dental of Washington PPO plan or Willamette Dental.~~

No provision for retiree medical plan.

No double coverage for employees of Spokane County.

~~The major elements of the medical plans shall be as follows:~~

<del>(HMO) Kaiser Permanente Plan</del>	<del>*(PPO) Self Insured Plan</del>
<del>\$200 Deductible</del>	<del>\$500 Deductible</del>
<del>90% Coinsurance</del>	<del>80/60% Coinsurance</del>
<del>\$30 Office Visit Co-pay</del>	<del>\$30 Office Visits Co-pay</del>
<del>\$1,000 Coinsurance max + Deductible</del>	<del>\$2,000 Coinsurance max + Deductible</del>
<del>\$15/\$30/\$50 RX Retail 2 x RX Mail Order</del>	<del>\$15/\$30/\$50 RX Retail 2.5 x RX Mail Order</del>

Mandatory Generics	Mandatory Generics
\$150 ER Co-pay	\$150 ER Co-pay
\$150 Vision Hardware- Every 24 months	Covered in Full Up to \$300- Calendar Year Maximum

**11.2 Dental**

~~11.2.1 The Employer agrees to provide two (2) dental plans; Preferred Provider Plan (PPO), Delta Dental of Washington (DOW – PPO) and the Dental Maintenance Organization (OMO), Willamette Dental. The Employer agrees to provide at least two (2) dental plans of which there will be a minimum of one Preferred Provider Plans (PPO) plan and a Dental Maintenance Organization (HMO) plan.~~

~~11.2.2 In the event that the premium selected by the employee for the employee and dependents, if any, is less than the Employer's maximum contribution, the difference shall remain in the designated self-insured dental fund.~~

~~11.2.3 The Employer further agrees that the level of coverage provided by the Spokane County Self-Insured Preferred Provider Plan shall not be reduced during the term of this agreement even in the event that the carrier of said coverage is changed. The parties agree to meet during the term of this agreement regarding benefits changes, introduction of alternate medical plans and any item that will assist both the County and the Union to consider cost containment issues. Any modifications to the medical benefits during the term of this agreement shall be by mutual agreement only.~~

**11.3 Eligibility:**

**11.3.1** No double coverage (applies to Medical and Dental) which means:

- Regarding Medical: Each employee and spouse will remain on their own medical plan and dependents, if any, will be enrolled on the parent's plan whose birthday falls first in the year unless otherwise notified.
- Regarding Dental: If both employee and spouse select the same dental plan, the employee, spouse and all dependents, if any, will be enrolled on the employee's plan whose birthday falls first in the year unless otherwise notified. If married employees each select a different plan, then the employee and spouse will remain on their own dental plan and dependents, if any, will be enrolled on the employee's plan whose birthday falls first in the year unless otherwise notified.

**11.3.2** All new employees shall be eligible for medical, vision and dental benefits on the first day of the following month if their first day of employment is on or before the 15<sup>th</sup> day of the month, or on the first day of the following month if their first day of employment is the 16<sup>th</sup> day of the month or thereafter. For example, if the new employees first day of employment lands between April

1st through the 15<sup>th</sup>, their medical, vision and dental coverage would start May 1<sup>st</sup>. On the other hand, if the new employee's first day of employment lands between April 16<sup>th</sup> through 30<sup>th</sup>, their medical, vision and dental would start June 1<sup>st</sup>.

- 11.3.3** Employees separating from service between the 1st and 15th of the month shall retain their coverage through the end of the month. Those employees separating between the 16th and the end of the month shall retain their coverage through the end of the following month.
- 11.4 Life Insurance:** ~~Effective April 1, 2018,~~ The Employer agrees to provide and pay the full premiums for a \$25,000 Employee Life Insurance Policy. Supplemental life insurance is available at the employee's option and eligibility. The expense of the supplemental insurance is that of the employee.
- 11.5 Insurance Extension:** Any employee eligible for sick leave and annual leave benefits, who is unable to resume the duties of his/ her employment by the County because of proven illness or injury, shall, for a period of six (6) months after exhaustion of said leave and annual leave benefits, continue to be provided the County contribution toward group insurance benefits.
- 11.6 Affordable Care Act Taxes** - The Parties agree to avoid health care benefits from being taxed (Cadillac Tax), assessed a fee or penalized by any State or Federal mandate regarding health care plans. The Parties agree that if the health care plans are projected by a third-party consultant (insurance brokers), to be subjected to the Cadillac Tax, the County has the option of unilaterally eliminating the Flexible Spending Account (FSA) or unbundling Vision from the health care plans as measures to avoid the Cadillac Tax fees or penalties.

If the Parties health care plans are projected, by a third-party consultant (insurance brokers), to be subjected to the Cadillac Tax. fees or penalties and plan design changes are necessary to avoid the Cadillac Tax, fees or penalties, Article 11.1 Medical/Dental will automatically open for negotiations.

A Health Care Committee (one member from each local) will negotiate changes to the health care plans to avoid any assessment (tax, fee or penalty) between June - August of the year prior to the assessment being imposed.

**11.7 Termination of Benefits**

Members who divorce their spouse or terminate Domestic Partnership must notify the employer within thirty (30) calendar days of the date of the divorce/termination or may be subject to discipline under the terms of their respective CBAs.

- 11.8 Paid Family & Medical Leave: Employees covered under this agreement will pay the appropriate portion of the premium for coverage under this leave act. The premium is 0.6% of gross monthly wages with approximately 73% paid by the**

**employee and 27% paid by the employer (this rate is determined and subject to change by the State).**

- 11.9 WA CARES Fund – Long Term Care (LTC) Coverage: Beginning July 1, 2023, Spokane County is required to deduct a new employee paid premium of \$0.58 per \$100 of earnings (this rate is determined and subject to change by the State) to fund the Long Term Securities and Support Trust act through the WA CARES fund. Employees were offered an opt-out of the program by providing verification of an approved long-term care policy and/or they meet one of the program exemptions. Employees must provide their exemption letter to the Human Resources department to be excluded from paying this premium. New employees/bargaining unit members are required to provide an exemption letter to Human Resources to opt out of this LTC program.**

**ARTICLE 15-WAGES**

~~15.1~~ Employees will be compensated pursuant to Attachment "A" based on their existing step and will maintain existing step date.

~~15.2~~ For 2018, a 2.0% wage adjustment will be effective January 1, 2018. For 2019, a 2.0% wage adjustment will be effective January 1, 2019. For 2020, a 2.0% wage adjustment will be effective January 1, 2020.

- Effective the first full pay period following ratification and the Board of County Commissioners approving the agreement, all employees will be placed on the new wage scale for their classification at the step closest to their current base hourly rate, without taking a pay decrease. In addition, all scales will increase by two (2.00%) percent on the same date.
- Effective either January 1, 2023 or the first full pay period following January 1, 2023 (if normal pay has been implemented), the wage scales will be increased by 2.00%.
- Effective either January 1, 2024 or the first full pay period following January 1, 2024 (if normal pay has been implemented), the wage scales will be increased by 2.00%.

County Economic Proposal #3

**ARTICLE 15-ADVANCED STEP**

**15.3 Regarding new hires:** Management has the discretion to place a new hire at the appropriate step in the pay grade relevant to education and experience regardless of existing members' salary. Upon review of the applicant's file by the **Senior** Human Resources Director **or their designee**, that decision on which salary step to place the applicant will be final and binding and not subject to the grievance process. ~~All current 492N-MH members who have not received an advance step placement at time of hire will receive a review of current step placement as related to work experience and educational level with advanced step placement occurring as need identifies. Review by management/HR and step placement no more than ninety (90) days after ratification. Binding and not negotiable.~~

County Economic Proposal #4

**ARTICLE 15-OVERTIME**

**15.4 Overtime:**

Definition: Overtime means time spent in the performance of work ordered by the County in excess of the hours regularly worked in the workday or workweek.

**15.7.1**

1 overtime worked must be authorized and approved by the Mental Health Manager or designee.

**15.7.2**

~~1 work performed in excess of the regularly scheduled workday will be paid at time and one half (1½).~~

---

**15.7.3**

half (½) shift before or after their regularly scheduled work shift and no more than twice in a workweek, except in an emergency.

**15.7.4**

Management's discretion, in accordance with work requirements, emergencies or unusual situations, additional shifts involving different hours may be created.

**ARTICLE 15-COMPENSATORY TIME**

15.8 Comp Time

**15.8.1 Upon mutual agreement between the employee & the employee's Elected Official/Department Head or designee, overtime work may be compensated by compensatory time off at time and one half (1 and 1/2). Compensatory time off shall be used within twelve (12) months of the time it was earned. If compensatory time off has not been taken with twelve (12) months, it shall be paid at the employee's current hourly rate of pay.**

**15.8.2 Once an employee has accrued at least fifteen (15) minutes of compensatory time, they may use their accrued compensatory time at a time(s) that are mutually agreeable between the employer and the employee. Comp time must be used in at least fifteen (15) minute increments Failure on the part of the employer and the employee to agree on when the compensatory time may be taken shall not be grievable.**

**15.8.3 No employee shall have more than eighty (80) hours of accrued compensatory time at any given time. Once an employee has eighty (80) hours of compensatory time accrued, they will no longer be able to accrue any additional compensatory time until they have less than eighty (80) hours of accrued time.**

**15.8.4 All accrued compensatory time shall be paid out at the employee's hourly rate of pay at the time of separation.**

~~**15.8.1** When mutually agreed to by both the employees and the County, overtime may be compensated by compensatory time off. Such compensatory time off shall be earned at the rate of time and one half (1 1/2). Compensatory time off may be taken by eligible employees with the prior approval of the Manager.~~

~~**15.8.2** Compensatory time off may be accrued to a maximum of sixty (60) hours with the understanding that only forty (40) hours are subject to the cash-out provision.~~

**15.8.3** Once compensatory time is selected; it cannot be converted to pay except as follows:

Any employee may request payment of accrued compensatory time only twice each calendar year. Payment dates are May 15 th and December 15th. Notification to payroll must occur before May 1st and December 1st respectively. If this payment is requested, all accrued compensatory time will be paid to the employee **at the employee's current hourly rate.** ~~Payment of remaining accrued compensatory time will occur when the employee separates employment.~~

County's Initial Economic Proposals  
Given to the Union on April 14, 2022 @ \_\_\_\_\_

~~Any payment of comp-time will be made at the rate in effect at the time the  
payment is made.~~

**ARTICLE 15-STEP INCREASE PROCESS**

**15.10 Step Increase Process:**

**All newly hired or recently promoted employees will be eligible for a one-step, step that will become effective on the first, full pay period following six (6) months in their position. This date will become their annual step increase date. Thereafter, employees will receive a two-step, step increase effective on the first, full pay period following their annual step increase date.**

1. ~~Maintain status quo during 2018: step increases for both new hires and regular employees will be 2.56%.~~
2. ~~Beginning in 2019:~~
  - a. ~~13 step range will remain in place.~~
  - b. ~~New hires: first step increase after hire (at 975 hours/6 months) will always be 2.56%; subsequent step increases will be 5.12%.~~
  - c. ~~Regular employees: scheduled step increases will be 5.12%.~~

Examples:

<p><b>Employee A: (new hire)</b></p> <ul style="list-style-type: none"> <li>• 2/1/18 – hired at step 1</li> <li>• 8/1/18 – 1<sup>st</sup> step increase, to step 2 (2.56%)</li> <li>• 8/1/19 – annual step increase, to step 4 (5.12%)</li> <li>• (annual step increases – 6, 8, 10, 12)</li> <li>• 8/1/24 – final step increase from step 12 to step 13, increase of 2.56%.</li> </ul>	<p><b>Employee D: (current employee, hired 2/1/16)</b></p> <ul style="list-style-type: none"> <li>• 8/1/17 – annual step increase, to step 3 (2.56%)</li> <li>• 8/1/18 – annual step increase, to step 4 (2.56%)</li> <li>• 8/1/19 – annual step increase, to step 6 (5.12%)</li> <li>• (of annual step increases – 8, 10, 12)</li> <li>• 8/1/23 – final step increase from step 12 to step 13, increase of 2.56%</li> </ul>
<p><b>Employee B: (new hire)</b></p> <p>8/1/18 – hired at step 1</p> <p>2/1/19 – 1<sup>st</sup> step increase, to step 2 (2.56%)</p> <p>2/1/20 – annual step increase, to step 4 (5.12%)</p> <p>(annual step increases – 6, 8, 10, 12)</p> <p>8/1/24 – final step increase from step 12 to step 13, increase of 2.56%</p>	<p><b>Employee E: (current employee, hired 2/1/15)</b></p> <p>8/1/17 – annual step increase, to step 4 (2.56%)</p> <ul style="list-style-type: none"> <li>• 8/1/18 – annual step increase, to step 5 (2.56%)</li> <li>• 8/1/19 – annual step increase, to step 7 (5.12%)</li> <li>• (of annual step increases – 9, 11)</li> <li>• 8/1/23 – final step increase from step 11 to 13, increase of 5.12%.</li> </ul>
<p><b>Employee C: (new hire in 2019)</b></p> <p>1/1/19 – hired at step 1</p> <p>7/1/19 – 1st step increase, to step 2 (2.56%)</p> <p>7/1/20 – annual step increase, to step 4 (5.12%)</p> <p>(annual step increases – 6, 8, 10, 12)</p> <p>8/1/25 – final step increase from step 12 to step 13, increase of 2.56%</p>	

3. ~~This method minimizes the potential of "leap frogging" pay rates.~~
4. ~~No employee shall suffer a loss or reduction in base pay.~~
5. ~~This results in advancing through the step system in half the current time. For newly hired employees hired at step 1, top step would be reached in 6.5 years vs 12.5 years.~~
6. ~~This pay step system will apply only to employees currently on the 13-step system.~~

County Economic Proposal #7

**ARTICLE 15-METHODS OF PAYMENT**

**15.11 Methods of Salary and Wage Payment**

Two methods of payment of salary and wages will be offered. All employees hired after January 1, 2018 will be paid by Direct Deposit.

1) Direct Deposit

The standard, default method of payment for salary and wages is by electronic transfer to the employee's designated financial institution. Except as provided in Section 2) below, the newly hired employee will submit the "Authorization for Automatic Payroll Deposits" form in time for the preparation of their second pay period. The employee is responsible for informing the county of any changes in their designated financial institution.

Pay advices will be available to all employees in accordance with federal and State employment law and regulations.

2) Physical Checks

A check (warrant) will be printed and delivered (or mailed) to the employee only in the following situations:

- a) The first paycheck of a new hire for a permanent position;
- b) The last paycheck coinciding with or following separation from employment;
- e) ~~A paycheck produced solely to correct an error; or~~
- d) A paycheck mailed to the employee only if the employee does not maintain an account at a financial institution. The employee must designate a mailing address and sign an acknowledgement that the check will be mailed using USPS on payday. The employee is responsible for informing the county of any changes in their mailing address.

County Economic Proposal #8

**ARTICLE 15-RETENTION BONUS**

**15.12 Retention Bonus**

A retention bonus, subject to all appropriate taxes, will be paid to all members on the payroll in accordance with the following:

- **January 1, 2022** \$3,000.00 ~~every two years~~ to all members on payroll who have been employed for the previous continuous twelve (12) months;
- **January 1, 2024** \$3,000.00 to all members on payroll who have been employed for the previous continuous twelve (12) months.
- New hires will be prorated based on the above dates. An employee hired between the first and fifteenth of the month will qualify for that month. An employee hired between the sixteenth and the end of the month will qualify the first of the following month. There shall be no retention paid to any employee who departs County service during the year. This provision will expire on 12/31/2024 unless the parties agree to continue the provisions of this article.