

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

County What-If Package Proposal

\*\*All proposals maybe withdrawn at any time by either party.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.

The following what-if package proposal was verbally expressed to the Union on April 14, 2022 at 3:36PM. The package proposals is as follows:

**The County will agree to the following:**

**Wages:**

- 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 three (3.00%) 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 3.00%.
- 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 3.00%.

**Holidays:**

- Add Juneteenth as a fixed holiday observed on June 19<sup>th</sup> every year
- Add one additional floating holiday

**FTO Pay:**

- ~~Effective January 1, 2021~~ Upon ratification, all members who are working as a FTO (Field Training Officer) will be compensated eight (8) hours paid time off of (straight time with no ability to cash it out) per month, when actively training.

**Service Enhancement Pay:**

- Upon completion of ten (10) years of service, employees will receive service enhancement pay equal to a 5.12% wage increase. Implementation shall occur upon ratification and be applied to all existing employees with ten (10) years or more of service within the Mental Health department.

**If the Union agrees to the following:**

**Holidays:**

- Agrees to the County's proposed changes in Article 8.1 & 8.2

**Health Insurance**

- Agrees to the County's revised health insurance language

**Retention Bonus**

- Maintain status quo on amounts and payment schedule

**Longevity:**

- Remove longevity as presently written in the contract

**Withdraw the following proposals:**

- Union proposal #4 (Wage Study implementation)
- Union proposal #7 (HRA/VEBA contribution)
- Union proposal #12 (COBRA Modification)
- Union proposal #13 (Sick Leave Conversion)