

THE MASTER AGREEMENT LOCAL 492-SO & COUNCIL 2's OPENING CONTRACT PROPOSAL TO SPOKANE COUNTY.

1-__-2022

Union TA _____
County TA _____

- 1. Term of Contract:** The term of the agreement shall be January 1, 2021 through December 31, 2025.
- 2. Wages:** Effective January 1, 2022 – 9% increase.

Effective January 1, 2023 – Minimum 3%, Maximum 5% COLA based on the All City CPI – W, not-seasonally adjusted June 2022 index.

Effective January 1, 2024 – Minimum 3%, Maximum 5% COLA based on the All City CPI – W, not-seasonally adjusted June 2023 index.

Effective January 1, 2025 – Minimum 3%, Maximum 5% COLA based on the All City CPI – W, not-seasonally adjusted June 2024 index.

If contract is ratified by November 15, 2022, COLA will be retroactive back July 1, 2022.

- 3. Wage Study:** Effective July 1, 2020 the County shall implement the results of the Evergreen Wage Study on all classifications/positions covered by the Master Agreement. Place all employees on to the new wage grid (see below) at their current step. Employees shall retain their existing anniversary date.

Position	Grade
STA 2	150
STA 3	170
PDR Specialist	190
Account Tech 4	190
Accreditation Manager	260
Auto Tech	200
RSO Coordinator	250
Staff Assistant	210
Forensic Tech	180
Digital Forensic Tech	180

Forensic Specialist	240
Lead Forensic Tech	250
Crime Analyst	240
Digital Forensic Specialist	240

4. **Retention Incentive:** Retention incentive pay, subject to all appropriate taxes, will be paid to all members on the payroll in accordance with the following:

July 31, 2022 –\$1500.00 to all members on payroll who have been employed for the previous continuous twelve (12) months.

December 31, 2022 - –\$1500.00 to all members on payroll who have been employed for the previous continuous twelve (12) months.

July 31, 2023 –\$1500.00 to all members on payroll who have been employed for the previous continuous twelve (12) months.

December 31, 2023 –\$1500.00 to all members on payroll who have been employed for the previous continuous twelve (12) months.

July 31, 2024 –\$1500.00 to all members on payroll who have been employed for the previous continuous twelve (12) months.

December 31, 2024 –\$1500.00 to all members on payroll who have been employed for the previous continuous twelve (12) months.

July 31, 2025 –\$1500.00 to all members on payroll who have been employed for the previous continuous twelve (12) months.

December 31, 2025 –\$1500.00 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.

5. **Service Enhancement Pay for Support Staff:** Upon completion of ten (10) years of service, employees will receive service enhancement pay equal to 5.62% wage increase.

6. **Juneteenth:** Juneteenth will be recognized and observed holiday for Forensic Unit Staff Members and a personal holiday for Support Staff.
7. **Paid Time Off (PTO):** Forensic will move to PTO.
8. PTO may be cashed out twice a year up to 40 hours each cash out.
9. If an employee reached max PTO after 3 years of employment but has not been with the Sheriff's Office for 5 years, a onetime PTO cash out may be granted per calendar year if approved by management.

10. Starting Rate Upon Initial Employment and Advance Step Placement of Existing Employees:

Advance step placement of new hires **and existing employees** may surpass current employees' step placement in that classification only after the following have been considered:

Work History: the candidate has performed the work either as a long-term intern or in a like-kind position.

- A. Salary History- paying a salary commensurate with what a candidate is earning (or has earned) while working in a like kind position.
- B. Recruitment Difficulties – the scarcity of qualified applicants, number of rejected job offers and the turnover rate for a position. An individual who possesses skills difficult to find in the labor market may be in higher demand and therefore may warrant consideration for advance step placement.
- C. Department Budget – the requesting department must demonstrate their ability to pay the salary of the advance step placement. The placement must not result in additional budgetary impacts within the department.
- D. Existing Employees – the candidate's work history and skill shall be compared to current employees in the same classification whose wages would be surpassed by the candidate.

11. **Specialty Pay:** Limited Commission and Notary: Staff member shall receive three percent (3%) above Step #5 on the wage scale each month, in addition to their regular pay as long as notary and/or commission is valid.

12. Training Pay: Trained Experience Employees who are asked by Management to cover certain departments to reach minimum staffing levels, vacancies or train new employees shall be compensated an additional 5.62% of their current base wage or a minimum of \$250.00 dollars per month whichever is greater in addition to their regular pay. This added pay will cease if the department is fully staffed and trained.

13. Certification Pay: Staff member who are Certified as a Public Records Officer and Automotive Service Excellent shall receive \$125.00 per month in addition to their regular pay as long certification is valid.

14. Matching Deferred Compensation - Effective the first full pay period following ratification of this contract, the County will provide a matching contribution to the employee's Deferred Compensation account of up to 2%.

15. Educational Incentive - Employees are eligible to receive either longevity pay or educational incentive pay as described below. Employees eligible for both longevity and educational incentive pay shall receive the higher of the two incentive pays but not both.

In addition to their regular rate of pay based on their salary range and step placement employees shall receive one, and only one, of the following incentives:

- 3.5% per month for possession of an A.A. or A.S. Degree.
- 7.0% per month for possession of a B.A. or B.S. Degree.
- 9.0% per month for possession of a M.S., M.A., or MBA Degree.
 - Such degrees must have been received from an accredited college or university. Any employee who wishes to receive educational incentive pay shall provide proof to the employer that he/she has received the degree claimed.

The degree must be from an accredited institution and the final determination shall be made by the Sheriff.

16. Auto Techs name change will become Shop Work – Light Truck and Car Mechanic

17. Change 12.4.1 from 8 hours to 10 hours of rest