

Memorandum of Understanding  
By and Between  
Thurston County  
And the  
AFSCME/WSCCCE Local 618-CO

**RE: 618-CO Overtime-Exempt Agreement – 1 Year Extension (through December 31, 2021)**

During negotiations of the 2020-2022 Collective Bargaining Agreement (CBA), the parties negotiated the inclusion of newly represented overtime-exempt employees. Heretofore, the 618-CO CBA did not have provisions for overtime exempt employees. The parties successfully negotiated most of the necessary changes, but the complexity of developing an appropriate pay plan for the newly represented employees was a challenge. To ensure timely settlement of the CBA, the parties ultimately agreed to postpone negotiations over the new pay plan until 2020. This was done under two interim agreements, the Memorandum of Understanding, **Settlement of the 618-CO Unit Clarification Petition Negotiations** and **ADDENDUM C – Overtime Exempt Employee Provisions**.

Due to impacts created by the COVID-19 pandemic, the parties have agreed to modify the terms of the MOU and Addendum C, allowing for one additional year to conduct the agreed upon negotiations, as follows (changes from the original documents are provided in “tracked changes” format):

Agreement

**Modifications to the Memorandum of Understanding, Settlement of the 618-CO Unit Clarification Petition Negotiations:**

5. WAGES:

**a.** Employees covered by this MOU and the existing MTP Pay Plan will receive wage adjustments effective January 1, 2020, as described in Attachment C.

**a.b.** Employees covered by this MOU will receive wage adjustments effective January 1, 2021, as described in the modifications to Addendum C, below.

**b.c.** The parties will continue to negotiate changes to the MTP Pay Plan, including use of a salary grid, where employees will be placed on the grid, how union-covered overtime exempt staff will progress through the salary grid, and how award hours

will be applied. The outcome of these negotiations will go into effect no earlier than ~~January 1, 2021~~ January 1, 2022.

**Modifications to ADDENDUM C – Overtime Exempt Employee Provisions:**

B. Wages

Effective January 1, 2020 and January 1, 2021, exempt employees covered by this agreement will receive wage adjustments based on a 4% performance-based award and the provisions of the MTP Pay Plan, subject to the maximum salary in the pay range and proration based on hire date for employees hired after January 1, 2019. Any other across-the-board increases, such as cost-of-living adjustments, will be paid under the terms and conditions of the 618-CO Collective Bargaining Agreement. Future wage adjustments will be made in accordance with the outcome of the December 16, 2019 Memorandum of Understanding, “Settlement of the 618-CO Unit Clarification Petition Negotiations” and this Memorandum of Understanding.

C. Award Time

Effective January 1, 2020 and January 1, 2021, exempt employees covered by this agreement will receive 40-hours of performance-based award time, subject to the provisions of the MTP Pay Plan including a proration for part-time employment. Future award time, if any, will be based on the outcome of the December 16, 2019 Memorandum of Understanding, “Settlement of the 618-CO Unit Clarification Petition Negotiations” and this Memorandum of Understanding.

The parties agree that the outcome of the negotiations specified by this MOU will be incorporated into the future collective bargaining agreement.

Signed and Dated this 15<sup>th</sup> day of December 2020.

For the County

  
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Maria Aponte, Director  
Human Resources

/S/ via email  
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Debbie Brookman, Labor Relations  
Human Resources

For the Union

/S/ via email  
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Hannah Hollander, WSCCCE  
Staff Representative

/S/ via email  
\_\_\_\_\_  
Mary Kincy, Chapter Chair  
Local 618-CO