

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

**RE: 618-CO Overtime-Exempt Agreement – 1 Additional Year Extension (through December 31, 2022)**

On December 15, 2020, the parties entered into an agreement to modify the following items in the 2020-2022 618-CO Collective Bargaining Agreement, extending their application through December 31, 2021:

- Memorandum of Understanding - Settlement of the 618-CO Unit Clarification Petition Negotiations
- ADDENDUM C – Overtime Exempt Employee Provisions

Now, the parties need a further extension to allow a consultant to review the current pay plan and provide recommendations for updates and modifications, including recommendations for union-covered overtime exempt employees.

Therefore, the parties hereby agree to extend the existing agreements listed above, including the provisions for wage progression and award time, for one additional year, through **December 31, 2022** (changes from the original documents are provided in “track changes” format, as follows):

**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.
- b.** Employees covered by this MOU will receive wage adjustments effective January 1, 2021 and January 1, 2022, as described in the modifications to Addendum C, below.
- 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, ~~2022~~2023.

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

B. Wages

Effective January 1, 2020, ~~and~~ January 1, 2021, and January 1, 2022 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

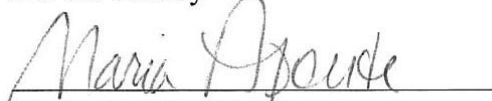
Effective January 1, 2020, ~~and~~ January 1, 2021, and January 1, 2022, exempt employees covered by this agreement will receive 40-hours of performance-based award time, subject to the provisions of the MTP Pay Plan including a proration for part-time employment. Future award time, if any, will be based 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.

By their signatures below, the parties acknowledge understanding and acceptance of this extension of one additional year.

Signed and Dated this 3<sup>rd</sup> day of December 2021.

For the County

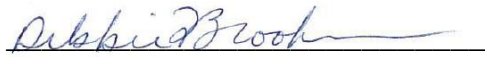


Maria Aponte, Director  
Human Resources

For the Union

/S/ via email, 12/1/2021

Hannah Hollander, WSCCCE  
Staff Representative



Debbie Brookman, Labor Relations  
Human Resources

/S/ via email, 12/1/2021

Mary Kincy, Chapter Chair  
Local 618-CO