

Memorandum of Understanding  
By and Between  
Thurston County,  
Thurston County Community Planning and Economic Development Department  
and  
AFSCME/WSCCCE Local 618-CO

RE: Temporary and Limited Use of Outside Contractors, 2022, Community Planning and Economic Development (CPED) Department

The mission of Thurston County's Community Planning and Economic Development (CPED) Department - Development Services division includes reviewing and authorizing building permits for county residents. This ensures compliance with a multitude of federal, state, and county building and land use requirements.

Due to an unprecedented increase in building permit requests, impacts from the COVID-19 pandemic, and other factors, a backlog of permit requests has developed. CPED has acted to resolve as many factors as possible to reduce the backlog. For example, CPED has filled vacancies, implemented technology improvements, etc. Despite these actions, a significant amount of backlogged work remains.

The parties met on March 21, 2022, to discuss the backlog situation and the impacts it has on CPED employees. In addition to actions already taken, the parties have reached the following agreement:

1. Non-Precedent Setting: The temporary use of contractors to assist with the building permit backlog will not set or change any existing precedents related to:
  - a. the determination that the work performed is, and remains, bargaining unit work.
  - b. the assignment of permit review work to CPED employees.
2. No CPED employee or position will be eliminated or displaced because of this use of contractors.
3. Implementation Date: The use of contractors is estimated to begin mid-April 2022. This date is subject to change. The Union will be notified of the final implementation date.
4. Updates: The Union may request periodic updates on the status of the backlog and utilization of the contractors. At a minimum, the parties agree to check-in at approximately 6-months from the implementation date (October 2022) and again prior to the end of 2022 (December 2022).
5. Expiration and Extension: This agreement and the use of contractors will end on December 31, 2022 but may be extended by CPED for an additional 6-months if the backlog persists. Unless a further extension is mutually agreed to by the parties, the use

of contractors provided under this agreement will end no later than 18-months from implementation.

By their signatures below, the parties acknowledge their understanding and acceptance of this agreement:

For Thurston County:

  
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Joshua Cummings  
Director, CPED

3.23.2022

  
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Debbie Brookman  
Labor Relations Negotiator

3/23/2022

For AFSCME/WSCCCE Local 618-CO:

Mary Kincy, via email, 3/22/2022  
Mary Kincy  
Chapter Chair, 618-CO

Cliff Nguyen, via email, 3/22/2022  
Cliff Nguyen  
Staff Representative