Memorandum of Understanding
By and Between
Thurston County, Thurston County Superior Court
and
AFSCME/WSCCCE Local 618-Court Security

RE: Kept-on-Salary Pilot Program

Effective July 1, 2022, Thurston County implemented a county-wide pilot program for regular employees who are injured on the job and qualify for worker's compensation time loss benefits. The program is called "Kept-on-Salary (KOS)." Under the KOS pilot policy, employees will receive KOS administrative leave for up to 30 calendar days they are absent from work due to a work-related injury.

The intent of the KOS pilot is to reduce worker's compensation premiums paid by both the employer and employees. It is likely but uncertain if the program will fully achieve this goal, and it may take up to three (3) or more years to make a final determination.
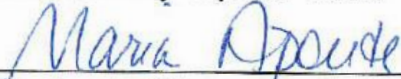
In addition to the potential for lower premiums, the KOS pilot will benefit injured employees. A key employee benefit is the receipt of paid KOS administrative leave for the first three (3) days following an injury without regard for the overall duration of the absence (L&I only pays the first 3 days if the absence is 14-days or longer).

To ensure any impacts related to the pilot are addressed, the parties have entered into the following agreement:

1. The Union may request updates on the status of pilot program such as saving achieved, etc., and such information will be freely shared, as available, while ensuring the confidentiality of injured employees.

2. The Kept-on-Salary program is a pilot. The County retains the right to discontinue the pilot at any time and for any reason. The discontinuation of the pilot will not be subject to mandatory subjects bargaining.

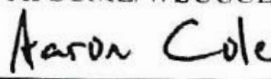By their signatures below, the parties acknowledge their understanding and acceptance of this agreement:

For Thurston County and
Thurston County Superior Court:

_____
Maria Aponte, Director
Human Resources

_____
Kristin Jensen, Court Administrator
Superior Court

For AFSCME/WSCCCE:

_____
Aaron Cole, Staff Representative
Local 618-Court Security