

Memorandum of Understanding
By and Between
Thurston County Central Services/Facilities Services Division
And
AFSCME/WSCCCE Local 618-CO

RE: Elimination of the Facilities Lead Designation & Addition of Facilities Services Supervisors

In 2020, Central Services Facilities Services entered into an agreement with AFSCME/WSCCCE Local 618-CO to create a "lead" technician designation. The agreement was commemorated in a Memorandum of Understanding (MOU), "Facilities Services Leads," signed on January 6, 2020. After operating under the structure that included three lead technicians but no supervisors for two and a half years, it has been determined that a structure that includes supervisors (2) and no lead technicians will be more effective. The purpose of this agreement is to mitigate the impacts of this change. To that end, the parties have reached the following agreements:


1. The lead technician designation will be discontinued effective one (1) month from the date-of-hire of a Facilities Services Supervisor. This date is not yet determined, and the lead designation pay will continue to apply to the existing lead technicians until that time.
2. When recruiting to fill the Facilities Supervisor positions, if either or both of the positions are opened to external candidates, consideration will be given to internal candidates who meet the minimum qualifications. Minimum qualifications for the Facilities Services Supervisor can be found on the [job classification](#).

By their signatures below, the parties acknowledge their understanding and acceptance of this agreement, as of July 1, 2022:

For Thurston County:



Jason Ashe
Facilities Services Manager



Debbie Brookman
Labor Relations Negotiator

For AFSCME/WSCCCE
and 618-CO:

Mary Kincy, Signed via email, 6/30/2022
Mary Kincy
Chapter Chair, 618-CO

Cliff Nguyen, Signed via email, 7/15/2022
Cliff Nguyen
Staff Representative