

**Memorandum of Understanding
By and Between
Thurston County, Thurston County District Court
and
AFSCME/WSCCCE Local 618-DC (District Court)**

RE: Bilingual Pilot Program


During negotiations for the successor to the 2020-2022 Collective Bargaining Agreement, both parties had a shared interest in establishing a bilingual incentive for Court Assistant I's who provide customer service assisting the public.

The parties have entered into the following agreement:

1. Only employees classified as Court Assistant I's will be eligible for incentives per this Agreement.
2. Eligibility to receive the bilingual incentive will be based on demonstrated language proficiency, by testing through ALTA Language Services, Inc. at a Level 9 or higher on the Listening and Speaking Assessment.
3. The employer will maintain full control of the assignment, testing and implementation process.
4. Eligible employees who perform a minimum of five documented interactions per pay period will receive an additional \$25 for that pay period.
5. Employees who are serving their probation period may be eligible for bilingual incentives at the discretion of the Employer.
6. The Employer reserves the right to remove an eligible employee from the program for any issues related to performance or discipline.
7. This Agreement will take effect May 1, 2023 and will expire on December 31, 2024 but may be extended with mutual agreement.
8. This Agreement is not intended to replace the language line.
9. This Agreement is non-precedent setting.

By their signatures below, the parties acknowledge their understanding and acceptance of this agreement, as of March 20, 2023:

For Thurston County & District Court:

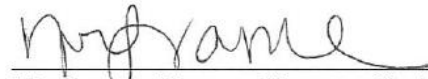


Maria Aponte, Director
Human Resources

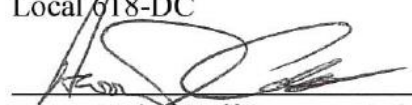


Frankie Peters, Court Administrator
District Court

For AFSCME/WSCCCE:



Mackenzie Vance, Chapter Chair
Local 618-DC



Aaron Cole, Staff Representative
AFSCME/WSCCCE