

**AGREEMENT BY AND BETWEEN
WHITMAN COUNTY
AND
TEAMSTERS LOCAL 690/COURTHOUSE BARGAINING UNIT**

January 1, 2023 to December 31, 2025

PREAMBLE

This Agreement is made and entered into by and between the Whitman County Commissioners, herein referred to as the Employer (which term may also be used in this document to mean elected officials and/or department heads), and the Teamsters Union Local 690, herein referred to as the Union. The purpose of this Agreement is to set forth the hours of work and the conditions of employment for the employees of the Employer represented by the Union as defined in Article I of this document, pursuant to the authority of Chapter 41.56 of the Revised Code of Washington.

ARTICLE 1-RECOGNITION

1.1 The Employer hereby recognizes the Union as the exclusive bargaining representative for all regular full time and part time employees of the Whitman County Auditor's Office, Clerk's Office, Treasurer's Office, Assessor's Office, Courthouse Maintenance Department, District Court, Health Department, Prosecuting Attorney's Office, Co-operative Extension Office, Superior Court (with the provision that the position of Superior Court Reporter will be represented only as regards economic conditions), Administrative Services, and Juvenile Services.

1.2 The employees excluded from this Agreement are: Temporary and seasonal employees, Chief Deputy Auditor, Chief Deputy, Chief Deputy Clerk, Chief Deputy Treasurer, Nursing Supervisor(s), other Supervisors, Confidential employees, Deputy Prosecutors, Prosecutor's Administrative Secretary, Court Reporter, Senior Probation Officer and all others.

1.3 It is the purpose of this Agreement to achieve and maintain the efficiency of the Whitman County Courthouse operations together with promoting harmonious relations between the Employer and the Union and to provide for the rights, well-being, and security of the employees of the Employer.

1.4 The Employer hereby recognizes Teamsters Union Local 690 as exclusive bargaining agent for all persons set forth in sub-section 1.1 and in the employ of the Employer. It is further agreed that all employees subject to this Agreement shall have the option to pay or not pay Union dues and membership fees. New employees wanting to join the Union shall file membership application with the local union.

Any employee covered by this Agreement, may voluntarily elect to withdraw their dues deduction authorization, at any time during the term of this Agreement, by providing written notice to the Union and the Employer.

1.4.1 It is agreed between the parties that the Union hereby indemnifies and holds the Employer

harmless against any actions, claims or liabilities arising from action taken by the Employer in adherence with section 1.4 above.

1.5 DUES AND DEDUCTIONS: The Employer shall deduct Union Membership Dues from the wages of employees upon the following conditions and at the times and in the manner hereinafter provided.

1.5.1 For employees who sign individual authorization forms, the Employer shall, in accordance with such authorization, deduct from the earnings payable to such employees, union dues and a check for the deductions shall be remitted to the Union as soon as practical.

1.5.2 Deductions will only be made from the wages of employees who have executed and delivered to the Employer a written authorization.

ARTICLE 2 - NONDISCRIMINATION

2.1 Neither the Employer nor the Union shall discriminate against any employee because of race, religion, creed, color, national origin, gender, sexual orientation, age, disability, pregnancy, political affiliation, martial or veteran's status or any basis prohibited by local, state or federal law. All activities related to employment including, but not limited to, recruitment, selection, transfer, promotion, termination, and training shall be conducted in a non-discriminatory manner.

2.2 No employee covered by this Agreement shall be discriminated against because of their membership in the Union or lack thereof, or activities on behalf of the Union; however, such activities shall not be conducted during existing work hours nor be allowed to interfere with the Employer's operations.

2.3 All references to employees in this Agreement may designate both sexes and wherever the male gender is used, it shall be construed to include both male and female employees.

ARTICLE 3 - DEFINITION

3.1 Regular Employee: An employee who has successfully completed their probationary period.

Probationary Employee: An employee who has not completed their probationary period. Any termination of a probationary employee may not be appealed under this Agreement.

3.2 Regular Part Time Employee: An employee who regularly works less than one hundred seventy-three (173) hours a month, but not full time, and shall receive benefits as provided by law. An employee who works eighty (80) hours or more a month shall be entitled to prorated benefits provided for in this Agreement.

3.3 Temporary or Seasonal Employee: An employee hired generally for a specific period of time not to exceed six (6) full calendar months to complete a seasonal temporary project. The employment

period may, by mutual agreement of the Union and the Employer, be extended. Nothing in this provision shall be construed to limit the Employer's ability to re-employ temporary or seasonal workers from year to year.

3.4 Temporary or Seasonal employees shall be paid on an hourly basis and shall not receive the benefits of regular employees, except those required by law.

ARTICLE 4 - MANAGEMENT RIGHTS

4.1 Subject to the express terms and conditions of the Agreement, all of management's inherent rights, powers, authority and functions shall remain vested exclusively in the Employer. It is expressly recognized that such rights, powers, authority and functions include, but are by no means limited to the full and exclusive control, management or operation of the County affairs; the determination of the scope of its activities, the business to be transacted, the work to be performed, and the methods pertaining thereto; the equipment to be utilized, the process and procedure to be followed; the right to contract or subcontract work, the right to maintain, train and utilize non-paid interns, the right to make and enforce reasonable work rules, regulations and procedures; the right to maintain order, efficiency and standards of performance; the right to fix standards of quality and quantity of work, and the right to control the scheduling of such work; the right to determine the number of employees and the direction of the working forces; the right to hire, select and train, discipline, suspend, discharge for just cause, assign, promote, retire and transfer its employees.

4.2 The Employer and the Union agree that the above statement of management rights is for illustrative purposes and is not to be construed as restrictive or interpreted so as to exclude those prerogatives not mentioned which are inherent to management.

ARTICLE 5 - EMPLOYEE RIGHTS

5.1 In the event the County proposed to enter into a contract or subcontract which may have the result of eliminating positions within the bargaining unit, the County shall inform the Union no less than sixty (60) calendar days prior to the proposed effective date of such a contract. The County, upon receipt of the Union's written request, shall agree to meet and negotiate concerning the effects of such a proposed contract with the Union. Nothing herein shall be construed to limit the County's right to manage County resources as may be necessary.

5.2 The Union, as representative of the employees listed in Article I has the right to:

- A. Use County bulletin boards to advertise notices of Union meetings.
- B. It is not the intent of the Employer to provide time during normal working hours for the conduct of Union business including those scheduled work hours spent in preparation for negotiations for a successor to this Agreement. However, one employee, unless otherwise mutually agreed to, will be paid their regular rate of pay for their normally scheduled work

hours spent in direct negotiations with the Employer. Those hours outside the referenced employee's regular scheduled work day, including meal and break periods, will not be considered as paid time.

Union officials (Stewards) will be granted, based on the Employer's workload and with supervisor approval, paid leave, during their regular work hours only, to attend scheduled meetings with the Employer, or to conduct official Union business regarding the processing of Union grievances, except arbitration, that arise during the term of this Agreement, and provided that suitable relief, if necessary, can be obtained. Employees other than Union officials will not be paid and must clock out and in when meeting with either the Union Business Representative or other Union official.

The Employer may grant unpaid leave to Union officials and/or other employees in order to meet with their Union representative or to attend scheduled Union meetings, or other Union activities, so long as such leave does not interfere with the work functions of the Employer or the employee(s). Union officials and other Union representatives are subject to all the rules and regulations regarding the conduct of employees while on the premises of the Employer.

Union officials and other authorized Union representatives shall be designated in writing, and the Union shall provide the Employer with an updated list as soon as practical following any Union election or appointment of any initial or subsequent Union officials or other authorized Union representative.

- C. With adequate prior notice, except in an emergency, the Union shall have access to the Employer's facilities and/or its members during regular working hours for the conduct of Union business so long as such use does not interfere with the functions of the Employer, or the work of its employees. Employees, except as set forth above, will not be paid for time spent in the conduct of Union business.

The Union agrees to reimburse the Employer for any and all costs including those for expendable materials used, for example: paper, photocopying costs, etc., and as set forth in County policy.

ARTICLE 6 - SENIORITY

6.1 Seniority shall mean an employee's continuous length of service within the County from first date of hire. Seniority shall not apply to an employee until they have completed the required probationary period. The employee shall be credited with seniority from their most recent date of hire and first day of employment.

6.2 Probationary Period and Probationary Employee: The probationary period is an extension of the selection process and failure of same, as determined by the immediate supervisor and/or Director does not constitute any right to appeal under this Agreement. The probationary period shall be a period of one hundred eighty (180) calendar days from the probationary employee's initial first day of employment, except that the probation period may be, by mutual agreement between the Employer and the Union,

extended up to an additional one hundred eighty (180) calendar days if the employee's performance warrants such action. The probation period may also be waived by mutual agreement between the Employer and the Union. Failure of satisfactory probation and dismissal can come at any time during the probationary period. After satisfactory completion of the probation period the employee's seniority will date from the original date of hire for all benefits, wages and conditions of employment. Provided, however, the employee shall not be entitled to draw upon any such benefits during their probationary period of employment. Provided further, if a probationary employee's employment is terminated during their probationary period, they shall receive no compensation for sick leave or annual leave benefits that may have accrued during their probationary period.

6.3 Seniority shall terminate upon discharge, resignation, or retirement, or eighteen (18) consecutive months of layoff, or eighteen (18) months in State Industrial accident cases and for unexcused absences of three (3) or more consecutive days in duration. The Employer and the Union may, by mutual agreement, extend the allowed period to twenty-four (24) consecutive months.

6.4 Seniority shall be a determining factor in layoffs, and recall from layoffs, by department, provided such factors as skill and ability, experience, performance and qualifications are considered equal in the opinion of the Employer. Vacations shall be scheduled by department seniority subject to the Employer's right to determine the number of employees, if any, who may schedule a vacation during a particular week.

ARTICLE 7- JOB POSTING/ LAYOFF

7.1 The department head may fill vacancies by promotion of employees within the service of the County. If a qualified employee is available in the department, the department head may promote within the department. If no qualified employee is available, in the department, the position will then be posted, in each County department, for a period of five (5) working days. If no suitable employees are available within the service of the County, applicants will be recruited from outside the service. When circumstances warrant and with the agreement of the Shop Steward, a position may be recruited for simultaneously county wide and to the general public. Employees whose qualifications, in the opinion of the Employer, are equal to or greater than applicants from the general public will be given first consideration. The Employer's selection will be final and binding.

7.2 Regular employees shall be promoted before and over temporary employees.

7.3 Should the employee selected to fill the job opening fail to qualify for that job or should decide they do not want the job; the employee shall be returned to their previous job within sixty (60) days of accepting the position.

7.4 Layoff/Recall: When it is necessary to reduce the force within a department, all employees who are not on a regular status shall be laid off first. Any employee involved shall be given at least thirty (30) working days written notice prior to layoff. In the event of any layoff, it shall be the employee's responsibility to keep the Employer apprised of any changes in the employee's address.

7.5 All regular employees shall be entitled to call back rights to their former position or if qualified to

another position within the department of layoff. When rehiring regular employees, the order of call back shall be in reverse with the last employee released being entitled to the first chance at any position which becomes available and for which they are qualified. Call back rights for employees laid off shall extend for a period of eighteen (18) consecutive months from the date of layoff. When a job becomes available the County shall mail a certified notice to the last known address of the employee. Any employee who fails to respond to this notice within one calendar week of receipt shall forfeit all call back rights. The Employer and the Union may, by mutual agreement, extend the call back period to twenty-four (24) consecutive months.

7.6 In any reduction of forces which involves the layoff of regular employees, the regular job classification of employees who are not laid off may be modified to include duties and responsibilities of laid off employees. Any employee may have their job reclassified as a result of the layoff of other employees and shall have the first chance to be returned to their former regular classification when an opening at this classification, in their department, becomes available.

ARTICLE 8 - HOURS OF WORK AND OVERTIME

8.1 The employee's scheduled workweek shall normally consist of five (5) consecutive days, Monday through Friday inclusive, unless changed by mutual agreement between the employee and Employer, or to meet the temporary service requirements of the Employer.

8.2 Eight (8) consecutive hours of work, except for interruptions for lunch, shall constitute a workday unless changed by mutual agreement between the employee and the Employer.

8.3 Meal periods: All employees shall be granted an unpaid lunch period of one (1) hour during each work shift or by mutual agreement an unpaid lunch period of one half (1/2) hour. Whenever possible, lunch periods shall be scheduled at the middle of the shift.

8.4 All employees shall be granted two (2) fifteen (15) minute rest periods during a normal work shift. These breaks may be scheduled as long as they do not disrupt the functioning of the Employer.

8.5 Overtime: Time and one half (1 ½) the employee's regular rate of pay shall be paid for work under any of the following conditions, but compensation shall not be paid twice for the same hours.

- A. All work performed in excess of forty (40) hours in any workweek.
- B. All work performed on Saturday or Sunday, provided a forty (40) hour work week has been worked.
- C. Holidays, sick, compensatory time used, and vacation leave shall be counted as time worked for the purpose of computing overtime.

8.6 An employee, upon working overtime shall elect to be paid for the overtime or be granted compensatory time. Compensatory time off may be scheduled by mutual agreement on a one and one

half (1½) hour for each hour worked over forty (40) in a week. Once an employee has selected to receive compensatory time, upon written approval of their supervisor, they may be paid for such time. Compensatory time may be accrued to a maximum of forty-eight (48) hours. If not used, the employee will be paid for all accrued and unused Compensatory time in excess of the allowed maximum at the end of the calendar year.

8.7 Working out of Classification: When an employee is assigned, in writing, by their supervisor to perform a majority of the duties and to accept a majority of the responsibilities of a position in a higher classification, and when the employee performs such duties and responsibilities for a period in excess of five (5) working days they shall be compensated at a rate of pay that is 6% higher than their classification; such compensation shall be retroactive to the beginning of such period when the employee began performing such duties and responsibilities.

8.8 Any employee detained from scheduled work, shall notify the Employer not later than one hour before their schedule work shift begins (except in cases of extreme emergency, and then as soon as possible).

8.9 After ten (10) minutes, overtime worked shall be rounded upward and paid on fifteen (15) minute increments.

8.10 Overtime shall only be paid providing the employee had been available for work on all regularly scheduled hours during the employee's work week; otherwise, overtime will only be paid after forty (40) hours worked during the work week. An employee shall be considered not available for work if, during the week in question the employee was absent due to requested unpaid leave of absence or absent without permission.

8.11 Call Back: Any employee called back to work outside their scheduled work time shall receive a minimum of two (2) hours work or pay, unless otherwise scheduled as flexible time in the work week. Called to work outside of schedule means to report to a designated work location excluding remote work/"work from home" agreements.

ARTICLE 9 - DISCIPLINE/DISCHARGE

9.1 The parties agree that the purpose of progressive discipline is to allow a bargaining unit employee proper notice of performance deficiency, the opportunity to improve performance and to allow the employer to document disciplinary matters.

9.2 Formal progressive discipline includes written reprimand, suspension, demotion and discharge. However, exceptions or deviations from normal procedure may occur whenever the Employer deems the circumstances are sufficiently serious in nature to warrant a higher level of discipline including termination.

Counseling: Forms of evaluation or counseling are not discipline. These are fewer formal means of resolving issues related to daily operations or conflicts, such as oral or written warnings, directives and work improvement plans. These forms of counseling may serve as evidence for future disciplines. Oral

warnings reduced to written are not considered to be discipline and may not be protested through the yearly grievance procedure. Documented counseling will be labeled as counseling, and can be maintained in the yearly supervisory file to be reviewed with yearly evaluations. Counseling documents are not directly placed in the personnel file. Employees may provide a rebuttal to a counseling within 15 days of receipt. Nothing in this Article shall be construed to prevent or prohibit a superior from discussing operational matters informally with employees.

9.3 In matters of discipline, except in cases of oral reprimands, the employee has the right to have a Union representative present. Prior to discharge or suspension, the employee shall have the right to a meeting at which time they shall be presented with the facts of the charges against him/her and a summary of the Employer's evidence against him/her. The employee shall have the right to respond to said charges.

9.4 The County has adopted a progressive disciplinary policy to insure a nondiscriminatory method of disciplining employees. As noted in Section 9.2 exceptions or deviations may occur when circumstances warrant progressive steps be skipped or immediate termination. Discipline is the responsibility of management.

Any disciplinary action or measure taken against a regular employee, for a matter covered by this Agreement, may be processed as a grievance through the regular grievance procedure. Failure to provide a courtesy copy to the Union shall not be regarded as a procedural defect under the terms of this Agreement. The sole remedy for such a failure is to provide a copy upon notice.

9.5 The employer shall not impose a disciplinary discharge upon any employee without just cause. The employee and the Union shall be notified in writing, that an employee has been suspended, demoted or discharged.

ARTICLE 10 - GRIEVANCE PROCEDURE

10.1 A grievance is defined as any dispute involving the interpretation, application, or alleged violation of any provisions of this Agreement.

10.2 For grievances arising under this Agreement the following procedures shall be followed:

STEP 1: Within five (5) working days from its occurrence or the date on which they first became aware of it, with a maximum of thirty (30) working days, the aggrieved employee shall discuss their complaint with their immediate supervisor. The employee may have a Union representative present at this meeting if they so desire. This discussion shall be a verbal discussion and, if settled, no further action shall be taken. It shall be the employee's responsibility to communicate the final results of this discussion to the Union.

STEP 2: If the grievance is not resolved during the above informal discussion basis, the grievance shall be reduced to writing, signed by the aggrieved parties and, within ten (10) working days of the date of discussion in Step 1, shall be submitted to the department head. Any grievance not so filed with the department head shall be waived. Any written grievance shall identify the provision of the agreement,

past practice, federal, state or local laws violated, and remedy sought.

The department head shall investigate the grievance and provide a written answer within ten (10) working days of the date of the submission.

STEP 3: After having received the written response of the department head, if the employee still feels aggrieved, they shall, within ten (10) working days after having received said answer, file a formal grievance with the Union and the employer. Such grievance must state the date on which they discussed their complaint with their department head and the date on which they received a written answer from their supervisor.

Upon receipt of a grievance the Union shall investigate its validity within ten (10) working days. At the request of the Union a meeting shall be held between the County's representative and the Union's representative to attempt to settle the grievance within ten (10) working days of the request.

STEP 4: In the event the grievance is not settled at Step 3, the Union shall give written notice to the County Commissioners, within five (5) working days of receipt of the conclusion of the Step 3 meeting, that it wishes to proceed to grievance mediation, and if necessary arbitration.

The Union and the County may reach mutual agreement on the selection of a mediator within fifteen (15) calendar days of the receipt of the Union's request to proceed to mediation / arbitration.

In the event the parties fail to agree on a mediator, the Union will submit a written request to the Public Employment Relations Commission to secure the services of a mediator.

In the event a resolution is not achieved through the mediation process, the matter may be referred, by either party, to an impartial arbitrator selected by the Employer and the Union. If the County and Union cannot agree on an impartial arbitrator, they shall request the Public Employees Relations Commission to furnish a list of seven (7) potential arbitrators and selection shall be made from this list by the process of elimination. The decision concerning which party shall strike names first shall be determined by the flip of a coin.

The arbitrator shall not have the authority to amend, modify, delete, or enter an award contrary to the terms of the collective bargaining agreement. The arbitrator shall not have the authority to enter any award beyond actual damages. The arbitrator's decision shall be final and binding on all parties.

The County and the Union shall each pay their own expenses connected with the arbitration except that the expenses for the arbitrator shall be borne equally by the parties.

10.3 Any and all grievances not timely processed in the above manner shall be waived, provided, that the above time limits may be extended by mutual agreement. In the event the parties dispute timeliness issues for matters submitted to arbitration, the arbiter will be limited to hear the timeliness arguments first, including any closing summation by the parties. The arbiter will then rule from the bench on the timeliness issue before proceeding with any merits of the case.

ARTICLE 11 - CLASSIFICATIONS AND RATES OF PAY

11.1 For the duration of this Agreement, all bargaining unit employees will be compensated at the appropriate wage rate as set forth in the attached Compensation Schedule (Appendix A). All future wage adjustments shall be applied to this schedule.

- A. **Wages:** The Compensation Schedule (Appendix A) shall be adjusted annually for all positions, except those Job Family Classifications set forth below, as follows:

Effective January 1, 2023, the Compensation Schedule (Appendix A) will be increased by six percent (6%).

Effective January 1, 2024, the Compensation Schedule (Appendix A) will be increased by three percent (3%).

Effective January 1, 2025, the Compensation Schedule (Appendix A) will be increased by three percent (3%).

Steps are 2% apart.

- B. **Market Adjustments for Individual Classifications:**

Effective January 1, 2023, the listed salary ranges will receive a market adjustment from the 2022 range as noted below: ~~classifications will also receive a market adjustment as noted below:~~

Administrative Supervisor	17.61%
Assistant DOL Specialist	16.05%
Building Engineer	8.69%
Building Maintenance Worker	8.08%
CASA Program Manager	10.37%
Clerical Entry	2.56%
Clerical-Journey	4.04%
Custodian	3.05%
DOL Specialist	18.31%
EHS	17.04%
EHS 2	7.38%
Family Court Manager	10.37%

Family Court Services Supervisor	13.96%
Financial Specialist 1	10.00%
Financial Specialist 2	9.00%
Financial Specialist 3	6.46%
Financial Specialist 4	6.47%
Financial Specialist 5	14.83%
Judicial Specialist	21.78%
Nurse (1)	7.16%
Nurse (2)	17.38%
Office Coordinator	40.18%
Office Specialist II	1.28%
Payroll Clerk	19.20%
Probation Counselor	5.56%
Program Analyst	16.58%
Program Representative	21.80%
Prosecutor Operations Specialist	21.78%
Supervisor-Office	21.13%

All MOUs agreed upon prior to execution of this agreement are considered expired, except for two insurance change MOUs dated 10/13/22.

11.2 All future proposals for amendments, deletions or modifications to the compensation schedule shall be submitted to the Union at least thirty (30) calendar days prior to the proposed implementation date. The Union may request a meeting to discuss and negotiate the effects of the proposed changes. In the event the Union does not request a meeting to discuss and negotiate all mandatory subjects for bargaining, the Employer shall be authorized to implement the amendments, deletions and modifications as proposed.

11.4 The Employer will continue to pay bargaining unit employees twice per month until such time as it implements, without further negotiation and with thirty (30) calendar days prior notice, a bi-weekly pay period. Employees will not be allowed to draw upon wages earned prior to any payday.

11.5 The Employer, upon approval of the Public Health Administrator, will reimburse each Public

Health Nurse the cost (fee), at the time it occurs, for their individual nursing license renewal and required certifications.

11.6 Employees are considered hourly under the FLSA; however payroll provides compensation on an equivalent amortized 12 month salary basis. It is agreed that the Employer may during the term of this Agreement convert the current practice of paying non-exempt employees on a salaried basis, to paying them on an hourly basis, and, at any time during the term of this Agreement, implement an employee time and attendance recording system that is sensitive to departmental needs. It is further agreed and understood that when implemented, employees will be required to record their arrival at and departure from work and when involved in any non-work activities using the Employer provided time recording system.

It is agreed that the Employer will notify the Union thirty (30) calendar days in advance of its intent to implement the time recording system, and that employees will not be subject to discipline for a period of not less than six (6) calendar months following.

It is further recognized and agreed that the Employer will, effective January 1, 2015, fully comply with Washington State payment requirements for workers compensation insurance.

ARTICLE 12 - HOLIDAYS

12.1 The following days shall be recognized as holidays for all full-time employees:

New Year's Day	Veteran's Day
Martin Luther King, Jr.'s Birthday	Thanksgiving
President's Day	Native American Heritage Day
Memorial Day	
Juneteenth	Christmas Day
Independence Day	One (1) Floating Holiday
Labor Day	

Provided, that if any of the above days are celebrated state-wide on a day other than the traditional day, by proclamation of the state or national legislation, the state-wide day shall be taken as the holiday rather than the traditional day. In addition to the above holidays, any other day or portion thereof, proclaimed by the County Commissioners, shall be a holiday hereunder.

12.2 Whenever one of the above-named holidays fall on a Saturday, the preceding Friday shall be observed as a holiday.

12.3 Whenever the above-named holidays fall on a Sunday, the succeeding Monday shall be observed as the holiday.

12.4 If a holiday falls on a full-time employee's regularly scheduled day off, they shall be entitled to an alternative day off of their choice, subject to their supervisors' approval.

12.5 Holiday hours for full-time employees will be paid and based on an employee's work schedule.

12.6 Part-time employees will be eligible for only those recognized holidays which occur on a day they would normally be scheduled to work, and will be eligible for a floating holiday if they regularly are scheduled to and work twenty (20) or more hours per work week. Part-time employees will be compensated on the basis of the number of hours they would normally have been scheduled to work.

12.7 If either a full-time or otherwise eligible part-time employee is required to work on a holiday, the employee shall, in addition to their holiday pay, be paid for all hours worked at the rate of one and one half (1 ½) times their regular pay.

12.8 Full-time employees shall receive, except as provided for herein, one (1) paid floating holiday equivalent to the regular schedule per calendar year. The floating holiday may be taken upon the request of the employee and approval of the Employer and as scheduling allows.

A new full-time employee's eligibility for the floating holiday shall be determined using the following calendar year schedule:

- If employed with a date of hire between January 1 and June 30th, an employee will be eligible for the one (1) floating holiday provided for under Section 12.1.
- If employed with a date of hire on or after July 1st, the employee will not be eligible for the floating holiday during that calendar year.
- New full-time hires are eligible to use the accrued floating holiday after the end of the pay period following 90 days of employment.

ARTICLE 13 - ANNUAL LEAVE

13.1 For the first five (5) years of service, each regular full-time employee will earn and accumulate, on a per pay period basis, the equivalent of eight (8) hours of vacation for each calendar month of employment.

13.2 After five (5) years of service, each regular full-time employee will earn and accumulate, on a per pay period basis, the equivalent of ten (10) hours for each calendar month of employment.

13.3 After ten (10) years of service, each regular full-time employee will earn and accumulate, on a per pay period basis, the equivalent of thirteen and thirty-six one hundredth (13.36) of hours for each calendar month of employment.

13.4 After fifteen (15) years of service, each regular full-time employee will earn and accumulate, on a per pay basis, the equivalent of sixteen and sixty-seven one hundredth (16.67) of hours for each calendar month of employment.

13.5 After twenty (20) years of service, each regular full-time employee will earn and accumulate,

on a per pay period basis, the equivalent of twenty (20) hours for each calendar month of employment.

13.6 When annual leave is taken, vacation days shall be charged only against regular working days for such employee.

13.7 Annual leave shall be approved by the Employer, and insofar as it is consistent with the efficient operation of the department, the Employer shall endeavor to schedule annual leave according to the employee's departmental seniority and choice of dates.

13.8 Upon termination of employment the employee shall receive earned and unpaid salaries to the date of termination and, except for employees terminated during their probationary period, shall be paid for accrued annual leave to the date of termination.

13.9 Annual leave may be accumulated to a maximum of two hundred sixteen (216) hours, or up to two hundred forty (240) hours for employees with twenty (20) or more years of service. If an employee delays their annual leave at the request of the Employer, which request shall be in writing, the annual leave over their maximum allowed accrual may, with approval of the BOCC, be taken during the next succeeding calendar year or shall be compensated for.

13.10 Employees after three months of probationary status may use accrued annual leave after the end of the pay period following 90 days of employment.

ARTICLE 14 - SICK LEAVE

14.1 Use of accrued Sick Leave. Employees may use accrued sick leave when Any employee contracting or incurring any sickness or disability which renders such employee unable to perform the duties of their employment, or for other purpose consistent with applicable law including FMLA and PFML and Section 14.2 below shall receive sick leave with pay up to the amount of sick leave such employee has accumulated but not used.

14.2 Bereavement Leave:

- A. Any employee may use up to 5 days of accrued sick leave to grieve or make funeral and estate arrangements, attend and travel to and from the funeral for any member of the employee's immediate family. The "immediate family" shall be defined consistent with RCW 49.46.210 (2).
- B. All other leave for funerals will be taken without pay or taken out of compensatory time or vacation time, subject to notice and approval.

14.3 Except as may be otherwise provided by state law, in the event of sickness or disability of any member of the employee's immediate family (as defined in Section 14.2) such employee may utilize accumulated sick leave to attend to such sickness or disability consistent with applicable law. For

serious health conditions, the utilization of FMLA leave is governed by the definition of immediate family as provided in federal and state statutes and regulations.

In addition to the FMLA referenced above, eligible employees shall have access to the Paid Family and Medical Leave (PFML) provided under Washington State statute. The Employer and employees shall fund this leave at the rates required under state law and regulations. The employees share shall be paid through payroll deduction.

Both FMLA and PFML or any other such leave benefit shall be administered in accordance with federal and state law, regulations and Employer policy. Employees wanting additional information or desiring to apply for any of the referenced leaves should contact the Human Resource Department.

14.4 Sick Leave Accrual: Employees shall start to earn sick leave from their date of hire, and they may accumulate one hundred twenty (120) eight-hour days of sick leave. Full and Part-time employees who are scheduled to and work fifty percent (50%) or more of an established work period shall accumulate prorated sick leave on a per pay period basis of up to one (1) eight-hour (8) day per calendar month worked. Effective as of January 1, 2018, part-time employees who are scheduled to and work less than fifty percent (50%) of the established annual work schedule shall earn one (1) hour of sick leave for every forty (40) hours of work.

14.5 Not later than one (1) hour before the scheduled start of their shift. an employee whose illness prevents him from reporting to work shall, if physically possible, notify their immediate supervisor of their absence.

14.6 Any employee on sick leave may be asked to provide medical verification or make himself or herself available for a medical examination, as may be requested by the Employer.

14.7 In the event of the death of an employee, the Employer shall compensate to the deceased employee's estate up to one half (1/2), not exceed thirty (30) days, of unused sick leave accumulated at the time of death.

14.8 An employee will only be charged with days of sick leave on those days when they would have worked regularly.

14.9 Any employee who is eligible for State Industrial compensation for time off because of an on-the-job injury shall be paid sick leave in the amount of the difference between their regular net pay and that paid by State Industrial, after the first three (3) days off the job. Full amount of sick leave shall be paid the first three (3) days of absence. The amount paid the employee by State Industrial for the three (3) days shall be credited to Whitman County from money due the employee in the next payroll period. The pro-rata part of sick leave as determined by the ratio of regular sick leave and State Industrial compensation shall be charged to the employee for time off the job.

14.10 Consistent with the principle that sick leave is granted to the employees for the appropriate use of sick leave, the County may review abuse of sick leave including circumstances where a persistent pattern of sick leave is shown. A showing of abuse may lead to counseling or discipline. This

provision does not apply to the use of protected leaves under applicable law.

14.11 Employees may use accumulated sick leave during their first six (6) months of employment. Such use is subject to the restrictions set forth above in Section 14.10. Misuse of this benefit shall be grounds for termination or non-extension of employment.

14.12 Whitman County provides a sick leave donation policy (POL #0500-HR). Employees interested in providing donated sick leave should defer to the policy.

14.13 Employees shall be allowed to convert 48 hours of sick leave to 8 hours of annual leave conversion for all leave in excess of nine hundred sixty (960) hours. Employees cannot accrue more than two hundred sixteen (216) hours or for employees with twenty or more years of service, two hundred forty (240) hours annual leave in any given year. Said annual leave days, when converted, shall not be compensable upon an employee's departure or retirement.

ARTICLE 15-MILITARY LEAVE AND JUDICIAL DUTY

15.1 Each employee shall be allowed military leave as provided by state law.

15.2 Any employee who is called for jury duty or subpoenaed to appear as a witness before any court or other public body in any proceedings in which such employee is not personally involved shall receive from the county their regular rate of pay for the actual time they are required to be absent from work because of such jury duty or subpoena, less any amount paid for such jury duty or appearance. Any such absence shall not be counted as sick leave or vacation. Provided, if any employee is called for jury duty or subpoenaed within Whitman County and is dismissed from such duty or appearance prior to noon, they shall report to work.

ARTICLE 16 - HEALTH AND WELFARE

16.1 The Employer agrees to make available to all full and part-time employees' group health and welfare plans, including life insurance, from which the employees shall have the right to cover themselves and/or their dependents.

As agreed by MOU in October 2022, effective January 1, 2023 the Employer's maximum combined medical, dental, vision and life insurance premium contribution for full and existing part-time employees shall be \$1,270.00 per month, except as set forth elsewhere in this Agreement. Full time and existing part-time employees who elect coverage under one of the available plans shall be eligible for an Employer contribution to an individual medical savings account in an amount equal to 100% of the difference between the combined costs(s) of the health and welfare coverage selected, and the Employer's maximum contribution. Existing part-time employees shall be defined as those part-time employees hired prior to January 1, 2007. Part-time employees, i.e. those part-time employees hired after January 1, 2007, shall receive a pro-rated Employer health and welfare premium contribution based on their normally scheduled and reduced hours of work.

hereafter be amended. Unless covered by this Agreement, the County Personnel Policies apply. In the event of a conflict between the terms and conditions of this Agreement and terms and conditions of the County's Personnel Policies and Procedures Guide, the Agreement's terms shall apply. By its agreement to this provision, the Union is not waiving its right to bargain any mandatory subjects for bargaining not currently provided under the Agreement or Personnel Policies and Procedures Guide.

ARTICLE 19 - DURATION OF AGREEMENTS AND SUPPLEMENTS

19.1 This Agreement shall be effective from January 1, 2023 through December 31, 2025. This Agreement may be amended provided both parties agree.

19.2 Negotiations for a successor to this agreement shall begin within a reasonable period, but not less than ninety (90) days, prior to the expiration date of this Agreement.

19.3 In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.

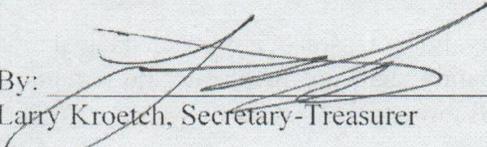
19.4 Supplemental agreements may be completed through negotiations between the parties at any time during the life of the agreement. Should either party desire to negotiate a matter of this kind it shall notify the other party in writing of its desire to negotiate. Supplemental agreements thus completed shall become a part of this Agreement and subject to all its provision. Provided nothing herein shall obligate either party to negotiate toward any supplemental agreements during the term of this Agreement.

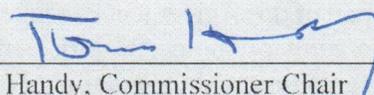
TEAMSTERS UNION LOCAL 690

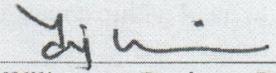
WHITMAN COUNTY BOARD OF COMMISSIONERS

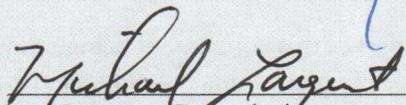
DATED this 19th day of December, 2022.

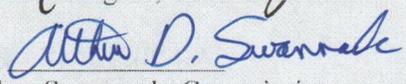
DATED this 19th day of December, 2022

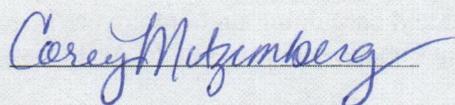
By: 
Larry Kroetch, Secretary-Treasurer

By: 
Tom Handy, Commissioner Chair

By: 
Taj Wilkerson, Business Rep

By: 
Michael Largent, Commissioner

By: 
Arthur Swannack, Commissioner

ATTEST: 

Additionally, employees will be provided the option, at their own expense, to buy additional insurance protection under the existing Long-Term Disability (LTD) benefit plan.

16.2 Employees who are members of this bargaining unit and who have a spouse or domestic partner who is also an employee of Whitman County and a member of the Solid Waste or Roads bargaining unit, or is a non-represented employee, will be allowed to pool their Employer provided health and welfare insurance contributions, provided that one of the otherwise eligible employees elects to cover their spouse or domestic partner as a dependent on their medical insurance. However, each spouse or domestic partner must maintain separate dental, vision and life insurance coverages.

If an employee and their spouse or domestic partner elect the medical insurance coverage option set forth above they will both receive the full value of their combined contractual or allowed Employer contribution, less the dollar amount required to provide the spouse or domestic partner electing to be covered as a dependent with dental, vision and life insurance. The resulting dollar value may then be pooled to cover the couple's required medical insurance premium. Those Employer contributions, if any, not needed to cover the elected and mandatory health and welfare coverages, may be used to offset the cost of other dependent coverage(s) or placed in a designated health savings account.

It is understood and agreed by the parties, that spouses or domestic partners covered as dependents may be ineligible for Long Term Disability (LTD) coverage, Short Term Disability(STD) and/or health medical insurance coverage at retirement.

16.3 In the event the Employer elects to change its insurance carrier(s), the Employer will use its best efforts to secure another carrier to provide the same or as similar as possible level of benefits to the employees.

16.4 During the Employer's review of its current health and welfare providers and/or decision to change its health and welfare provider(s), the Union will be given a limited opportunity to comment on the proposed change(s). It is agreed that the Employer's decision shall be final and binding.

ARTICLE 17 - SAVINGS CLAUSE

17.1 Should any part of this Agreement be rendered or declared invalid by reason of any enacted legislation or by decree of a court of competent jurisdiction, such invalidation shall not invalidate the remaining portions of this Agreement and the remaining parts remain in full force and effect.

17.2 Upon any part of this Agreement being rendered invalid, the parties agree to meet within a reasonable time to negotiate the part of this Agreement affected by the invalidation.

ARTICLE 18 - ENTIRE AGREEMENT

18.1 The employment relationship between the Employer and bargaining unit employees is governed by this Agreement and the Whitman County Personnel Policies and Procedures Guide, as it exists or as may

Corey Mitzimberg, Clerk of the Board

APPENDIX A - COMPENSATION SCHEDULE

Effective January 1, 2023:

		1	2	3	4	5	6	7	8	9	10
Administrative Secretary	Salary	4187	4271	4356	4443	4532	4623	4715	4810	4906	5004
	Hourly	24.1557	24.6388	25.1316	25.6342	26.1469	26.6698	27.2032	27.7473	28.3022	28.8683
		1	2	3	4	5	6	7	8	9	10
Administrative Supervisor	Salary	5161	5264	5370	5477	5587	5698	5812	5929	6047	6168
	Hourly	29.7774	30.3729	30.9804	31.6000	32.2320	32.8766	33.5342	34.2048	34.8889	35.5867
		1	2	3	4	5	6	7	8	9	10
Appraiser	Salary	3505	3574	3646	3719	3793	3869	3946	4025	4106	4188
	Hourly	20.2192	20.6236	21.0360	21.4568	21.8859	22.3236	22.7701	23.2255	23.6900	24.1638
		1	2	3	4	5	6	7	8	9	10
Assistant DOL Specialist	Salary	3731	3806	3882	3959	4039	4119	4202	4286	4372	4459
	Hourly	21.5269	21.9574	22.3966	22.8445	23.3014	23.7674	24.2428	24.7276	25.2222	25.7266
		1	2	3	4	5	6	7	8	9	10
Building Engineer	Salary	3495	3564	3636	3708	3783	3858	3935	4014	4094	4176
	Hourly	20.1616	20.5649	20.9762	21.3957	21.8236	22.2601	22.7053	23.1594	23.6226	24.0950
		1	2	3	4	5	6	7	8	9	10
Building Maintenance Worker	Salary	3176	3239	3304	3370	3438	3506	3577	3648	3721	3795
	Hourly	18.3240	18.6905	19.0643	19.4456	19.8345	20.2312	20.6358	21.0486	21.4695	21.8989
		1	2	3	4	5	6	7	8	9	10
Child Advocate Program Manager	Salary	4638	4730	4825	4921	5020	5120	5223	5327	5434	5542
	Hourly	26.7560	27.2911	27.8369	28.3937	28.9615	29.5408	30.1316	30.7342	31.3489	31.9759
		1	2	3	4	5	6	7	8	9	10
Clerical-Entry	Salary	2766	2821	2877	2935	2994	3053	3115	3177	3240	3305
	Hourly	15.9579	16.2770	16.6026	16.9346	17.2733	17.6188	17.9712	18.3306	18.6972	19.0711
		1	2	3	4	5	6	7	8	9	10
Clerical-Journey	Salary	3069	3130	3193	3257	3322	3388	3456	3525	3596	3668
	Hourly	17.7048	18.0589	18.4200	18.7884	19.1642	19.5475	19.9385	20.3372	20.7440	21.1588
		1	2	3	4	5	6	7	8	9	10
Community Health Educator	Salary	3946	4025	4106	4188	4272	4357	4444	4533	4624	4716
	Hourly	22.7667	23.2220	23.6865	24.1602	24.6434	25.1363	25.6390	26.1518	26.6748	27.2083
		1	2	3	4	5	6	7	8	9	10
Court Clerk	Salary	3348	3416	3484	3553	3625	3697	3771	3846	3923	4002
	Hourly	19.3162	19.7025	20.0966	20.4985	20.9085	21.3267	21.7532	22.1883	22.6320	23.0847
		1	2	3	4	5	6	7	8	9	10
Custodian	Salary	2779	2835	2891	2949	3008	3068	3130	3192	3256	3321
	Hourly	16.0341	16.3548	16.6819	17.0155	17.3558	17.7030	18.0570	18.4182	18.7865	19.1623
		1	2	3	4	5	6	7	8	9	10
DOL Specialist	Salary	4146	4229	4314	4400	4488	4578	4669	4763	4858	4955
	Hourly	23.9213	24.3998	24.8877	25.3855	25.8932	26.4111	26.9393	27.4781	28.0276	28.5882
		1	2	3	4	5	6	7	8	9	10
EHS	Salary	4471	4561	4652	4745	4840	4937	5036	5136	5239	5344
	Hourly	25.7931	26.3090	26.8352	27.3719	27.9193	28.4777	29.0472	29.6282	30.2208	30.8252
		1	2	3	4	5	6	7	8	9	10
EHS 1	Salary	4605	4697	4791	4887	4985	5084	5186	5290	5395	5503
	Hourly	26.5678	27.0992	27.6411	28.1940	28.7578	29.3330	29.9197	30.5181	31.1284	31.7510
		1	2	3	4	5	6	7	8	9	10

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EHS 2		1	2	3	4	5	6	7	8	9	10
	Salary	4874	4971	5071	5172	5276	5381	5489	5598	5710	5825
	Hourly	28.1203	28.6827	29.2564	29.8415	30.4384	31.0471	31.6681	32.3014	32.9474	33.6064
Financial Specialist 1		1	2	3	4	5	6	7	8	9	10
	Salary	3537	3607	3679	3753	3828	3905	3983	4062	4144	4226
	Hourly	20.4046	20.8127	21.2290	21.6536	22.0866	22.5284	22.9789	23.4385	23.9073	24.3854
Financial Specialist 2		1	2	3	4	5	6	7	8	9	10
	Salary	3820	3896	3974	4054	4135	4217	4302	4388	4476	4565
	Hourly	22.0389	22.4797	22.9293	23.3879	23.8556	24.3327	24.8194	25.3158	25.8221	26.3385
Financial Specialist 3		1	2	3	4	5	6	7	8	9	10
	Salary	4067	4148	4231	4316	4402	4490	4580	4672	4765	4860
	Hourly	23.4615	23.9307	24.4094	24.8976	25.3955	25.9034	26.4215	26.9499	27.4889	28.0387
Financial Specialist 4		1	2	3	4	5	6	7	8	9	10
	Salary	4433	4522	4612	4705	4799	4895	4993	5092	5194	5298
	Hourly	25.5776	26.0892	26.6110	27.1432	27.6860	28.2398	28.8046	29.3806	29.9683	30.5676
Financial Specialist 5		1	2	3	4	5	6	7	8	9	10
	Salary	5104	5206	5310	5416	5525	5635	5748	5863	5980	6100
	Hourly	29.4482	30.0372	30.6380	31.2507	31.8757	32.5132	33.1635	33.8268	34.5033	35.1934
Judicial Specialist		1	2	3	4	5	6	7	8	9	10
	Salary	4482	4572	4663	4756	4851	4948	5047	5148	5251	5356
	Hourly	25.8562	26.3733	26.9008	27.4388	27.9876	28.5473	29.1183	29.7006	30.2946	30.9005
Nurse (1)		1	2	3	4	5	6	7	8	9	10
	Salary	4056	4138	4220	4305	4391	4479	4568	4660	4753	4848
	Hourly	23.4022	23.8703	24.3477	24.8346	25.3313	25.8380	26.3547	26.8818	27.4194	27.9678
Nurse (2)		1	2	3	4	5	6	7	8	9	10
	Salary	4888	4985	5085	5186	5290	5396	5504	5614	5726	5841
	Hourly	28.1986	28.7625	29.3378	29.9245	30.5230	31.1335	31.7562	32.3913	33.0391	33.6999
Office Coordinator		1	2	3	4	5	6	7	8	9	10
	Salary	4507	4597	4689	4783	4878	4976	5075	5177	5280	5386
	Hourly	26.0029	26.5230	27.0535	27.5945	28.1464	28.7093	29.2835	29.8692	30.4666	31.0759
Office Specialist II		1	2	3	4	5	6	7	8	9	10
	Salary	3256	3321	3388	3456	3525	3595	3667	3741	3815	3892
	Hourly	18.7871	19.1629	19.5461	19.9370	20.3358	20.7425	21.1573	21.5805	22.0121	22.4523
Payroll Clerk		1	2	3	4	5	6	7	8	9	10
	Salary	4058	4139	4222	4307	4393	4481	4570	4662	4755	4850
	Hourly	23.4118	23.8901	24.3577	24.8448	25.3417	25.8485	26.3655	26.8928	27.4307	27.9793
Probation Counselor		1	2	3	4	5	6	7	8	9	10
	Salary	4032	4113	4195	4279	4365	4452	4541	4632	4725	4819
	Hourly	23.2632	23.7284	24.2030	24.6871	25.1808	25.6844	26.1981	26.7221	27.2565	27.8017
Program Analyst		1	2	3	4	5	6	7	8	9	10
	Salary	4854	4951	5050	5151	5254	5359	5466	5576	5687	5801
	Hourly	28.0064	28.5665	29.1378	29.7206	30.3150	30.9213	31.5397	32.1705	32.8139	33.4702
Program Representative		1	2	3	4	5	6	7	8	9	10
	Salary	4269	4354	4441	4529	4620	4712	4807	4903	5001	5101
	Hourly	24.6270	25.1195	25.6219	26.1343	26.6570	27.1902	27.7340	28.2887	28.8544	29.4315
Prosecutor Operations Specialist		1	2	3	4	5	6	7	8	9	10
	Salary	4482	4572	4663	4756	4851	4948	5047	5148	5251	5356
	Hourly	25.8562	26.3733	26.9008	27.4388	27.9876	28.5473	29.1183	29.7006	30.2946	30.9005
Secretary-Legal		1	2	3	4	5	6	7	8	9	10
	Salary	3215	3279	3345	3412	3480	3550	3621	3693	3767	3842
	Hourly	18.5497	18.9207	19.2991	19.6851	20.0788	20.4803	20.8900	21.3078	21.7339	22.1686
Supervisor-Office		1	2	3	4	5	6	7	8	9	10
	Salary	4692	4786	4881	4979	5079	5180	5284	5389	5497	5607
	Hourly	27.0713	27.6127	28.1650	28.7283	29.3029	29.8889	30.4867	31.0964	31.7184	32.3527
Vaccine/Epidemiology Coord.		1	2	3	4	5	6	7	8	9	10
	Salary	4539	4630	4722	4817	4913	5011	5112	5214	5318	5424
	Hourly	26.1877	26.7114	27.2457	27.7906	28.3464	28.9133	29.4916	30.0814	30.6830	31.2967

Effective January 1, 2024:

		1	2	3	4	5	6	7	8	9	10
Administrative Secretary	Salary	4313	4399	4487	4576	4668	4761	4857	4954	5053	5154
	Hourly	24.8803	25.3779	25.8855	26.4032	26.9312	27.4699	28.0193	28.5796	29.1512	29.7343
		1	2	3	4	5	6	7	8	9	10
Administrative Supervisor	Salary	5316	5422	5531	5642	5754	5869	5987	6107	6229	6353
	Hourly	30.6707	31.2841	31.9098	32.5480	33.1990	33.8629	34.5402	35.2310	35.9356	36.6543
		1	2	3	4	5	6	7	8	9	10
Appraiser	Salary	3610	3682	3756	3831	3907	3985	4065	4146	4229	4314
	Hourly	20.8258	21.2423	21.6672	22.1005	22.5425	22.9934	23.4532	23.9223	24.4007	24.8888
		1	2	3	4	5	6	7	8	9	10
Assistant DOL Specialist	Salary	3843	3920	3998	4078	4160	4243	4328	4415	4503	4593
	Hourly	22.1727	22.6162	23.0685	23.5298	24.0004	24.4805	24.9701	25.4695	25.9789	26.4984
		1	2	3	4	5	6	7	8	9	10
Building Engineer	Salary	3599	3671	3745	3820	3896	3974	4054	4135	4217	4302
	Hourly	20.7665	21.1818	21.6055	22.0376	22.4783	22.9279	23.3865	23.8542	24.3313	24.8179
		1	2	3	4	5	6	7	8	9	10
Building Maintenance Worker	Salary	3271	3337	3404	3472	3541	3612	3684	3758	3833	3910
	Hourly	18.8738	19.2513	19.6363	20.0290	20.4296	20.8382	21.2550	21.6801	22.1137	22.5559
		1	2	3	4	5	6	7	8	9	10
Child Advocate Program Manager	Salary	4777	4872	4970	5069	5171	5274	5379	5487	5597	5709
	Hourly	27.5587	28.1099	28.6721	29.2455	29.8304	30.4270	31.0356	31.6563	32.2894	32.9352
		1	2	3	4	5	6	7	8	9	10
Clerical-Entry	Salary	2849	2906	2964	3023	3084	3145	3208	3273	3338	3405
	Hourly	16.4366	16.7653	17.1006	17.4427	17.7915	18.1473	18.5103	18.8805	19.2581	19.6433
		1	2	3	4	5	6	7	8	9	10
Clerical-Journey	Salary	3161	3224	3289	3354	3421	3490	3560	3631	3703	3777
	Hourly	18.2359	18.6006	18.9726	19.3521	19.7391	20.1339	20.5366	20.9473	21.3663	21.7936
		1	2	3	4	5	6	7	8	9	10
Community Health Educator	Salary	4065	4146	4229	4313	4400	4488	4577	4669	4762	4857
	Hourly	23.4497	23.9187	24.3971	24.8850	25.3827	25.8904	26.4082	26.9363	27.4751	28.0246
		1	2	3	4	5	6	7	8	9	10
Court Clerk	Salary	3449	3517	3588	3660	3733	3807	3884	3961	4040	4121
	Hourly	19.8957	20.2936	20.6995	21.1135	21.5357	21.9665	22.4058	22.8539	23.3110	23.7772
		1	2	3	4	5	6	7	8	9	10
Custodian	Salary	2863	2920	2978	3038	3099	3161	3224	3288	3354	3421
	Hourly	16.5151	16.8454	17.1823	17.5260	17.8765	18.2340	18.5987	18.9707	19.3501	19.7371
		1	2	3	4	5	6	7	8	9	10
DOL Specialist	Salary	4271	4356	4443	4532	4623	4715	4809	4906	5004	5104
	Hourly	24.6390	25.1318	25.6344	26.1471	26.6700	27.2034	27.7475	28.3025	28.8685	29.4459
		1	2	3	4	5	6	7	8	9	10
EHS	Salary	4605	4697	4791	4887	4984	5084	5186	5290	5395	5503
	Hourly	26.5669	27.0982	27.6402	28.1930	28.7569	29.3320	29.9186	30.5170	31.1274	31.7499
		1	2	3	4	5	6	7	8	9	10
EHS 1	Salary	4743	4838	4935	5033	5134	5237	5342	5448	5557	5669
	Hourly	27.3649	27.9121	28.4704	29.0398	29.6206	30.2130	30.8173	31.4336	32.0623	32.7035

EHS 2	Salary	5020	5121	5223	5328	5434	5543	5654	5767	5882	6000
	Hourly	28.9639	29.5432	30.1340	30.7367	31.3515	31.9785	32.6181	33.2704	33.9358	34.6145
		1	2	3	4	5	6	7	8	9	10
Financial Specialist 1	Salary	3643	3716	3790	3866	3943	4022	4102	4184	4268	4354
	Hourly	21.0168	21.4371	21.8659	22.3032	22.7493	23.2042	23.6683	24.1417	24.6245	25.1170
		1	2	3	4	5	6	7	8	9	10
Financial Specialist 2	Salary	3935	4013	4094	4175	4259	4344	4431	4520	4610	4702
	Hourly	22.7001	23.1541	23.6172	24.0895	24.5713	25.0627	25.5640	26.0753	26.5968	27.1287
		1	2	3	4	5	6	7	8	9	10
Financial Specialist 3	Salary	4189	4272	4358	4445	4534	4625	4717	4811	4908	5006
	Hourly	24.1654	24.6487	25.1417	25.6445	26.1574	26.6806	27.2142	27.7584	28.3136	28.8799
		1	2	3	4	5	6	7	8	9	10
Financial Specialist 4	Salary	4566	4658	4751	4846	4943	5042	5142	5245	5350	5457
	Hourly	26.3450	26.8719	27.4093	27.9575	28.5167	29.0870	29.6687	30.2621	30.8674	31.4847
		1	2	3	4	5	6	7	8	9	10
Financial Specialist 5	Salary	5257	5363	5470	5579	5691	5805	5921	6039	6160	6283
	Hourly	30.3317	30.9383	31.5571	32.1882	32.8320	33.4886	34.1584	34.8416	35.5384	36.2492
		1	2	3	4	5	6	7	8	9	10
Judicial Specialist	Salary	4616	4708	4803	4899	4997	5097	5198	5302	5409	5517
	Hourly	26.6319	27.1645	27.7078	28.2620	28.8272	29.4038	29.9918	30.5917	31.2035	31.8276
		1	2	3	4	5	6	7	8	9	10
Nurse (1)	Salary	4178	4262	4347	4434	4522	4613	4705	4799	4895	4993
	Hourly	24.1043	24.5864	25.0781	25.5797	26.0913	26.6131	27.1454	27.6883	28.2420	28.8069
		1	2	3	4	5	6	7	8	9	10
Nurse (2)	Salary	5034	5135	5238	5342	5449	5558	5669	5783	5898	6016
	Hourly	29.0445	29.6254	30.2179	30.8223	31.4387	32.0675	32.7088	33.3630	34.0303	34.7109
		1	2	3	4	5	6	7	8	9	10
Office Coordinator	Salary	4642	4735	4830	4926	5025	5125	5228	5333	5439	5548
	Hourly	26.7830	27.3187	27.8650	28.4223	28.9908	29.5706	30.1620	30.7652	31.3806	32.0082
		1	2	3	4	5	6	7	8	9	10
Office Specialist II	Salary	3354	3421	3490	3559	3631	3703	3777	3853	3930	4008
	Hourly	19.3507	19.7377	20.1325	20.5351	20.9458	21.3647	21.7920	22.2279	22.6724	23.1259
		1	2	3	4	5	6	7	8	9	10
Payroll Clerk	Salary	4180	4263	4349	4436	4524	4615	4707	4801	4897	4995
	Hourly	24.1142	24.5965	25.0884	25.5902	26.1020	26.6240	27.1565	27.6996	28.2536	28.8187
		1	2	3	4	5	6	7	8	9	10
Probation Counselor	Salary	4153	4236	4321	4407	4496	4585	4677	4771	4866	4963
	Hourly	23.9611	24.4403	24.9291	25.4277	25.9363	26.4550	26.9841	27.5238	28.0742	28.6357
		1	2	3	4	5	6	7	8	9	10
Program Analyst	Salary	5000	5100	5202	5306	5412	5520	5631	5743	5858	5975
	Hourly	28.8466	29.4235	30.0120	30.6122	31.2245	31.8490	32.4860	33.1357	33.7984	34.4744
		1	2	3	4	5	6	7	8	9	10
Program Representative	Salary	4397	4485	4574	4666	4759	4854	4951	5050	5151	5254
	Hourly	25.3658	25.8731	26.3906	26.9184	27.4568	28.0059	28.5660	29.1373	29.7201	30.3145
		1	2	3	4	5	6	7	8	9	10
Prosecutor Operations Specialist	Salary	4616	4708	4803	4899	4997	5097	5198	5302	5409	5517
	Hourly	26.6319	27.1645	27.7078	28.2620	28.8272	29.4038	29.9918	30.5917	31.2035	31.8276
		1	2	3	4	5	6	7	8	9	10
Secretary-Legal	Salary	3312	3378	3445	3514	3585	3656	3729	3804	3880	3958
	Hourly	19.1062	19.4883	19.8781	20.2757	20.6812	21.0948	21.5167	21.9470	22.3860	22.8337
		1	2	3	4	5	6	7	8	9	10
Supervisor-Office	Salary	4833	4930	5028	5129	5231	5336	5443	5552	5663	5776
	Hourly	27.8834	28.4411	29.0099	29.5901	30.1819	30.7855	31.4012	32.0293	32.6698	33.3232
		1	2	3	4	5	6	7	8	9	10
Vaccine/Epidemiology Coord.	Salary	4675	4769	4864	4961	5061	5162	5265	5370	5478	5587
	Hourly	26.9733	27.5128	28.0630	28.6243	29.1968	29.7807	30.3763	30.9838	31.6035	32.2356

Effective January 1, 2025:

Administrative Secretary	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	4442	4531	4621	4714	4808	4904	5002	5102	5204	5308
Administrative Supervisor	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	5476	5585	5697	5811	5927	6046	6166	6290	6416	6544
Appraiser	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	31.5908	32.2226	32.8671	33.5244	34.1949	34.8788	35.5764	36.2879	37.0137	37.754
Assistant DOL Specialist	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	3958	4038	4118	4201	4285	4370	4458	4547	4638	4731
Building Engineer	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	22.8379	23.2946	23.7605	24.2357	24.7205	25.2149	25.7192	26.2335	26.7582	27.2934
Building Maintenance Worker	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	3370	3437	3506	3576	3647	3720	3795	3871	3948	4027
Child Advocate Program Manager	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	19.44	19.8288	20.2254	20.6299	21.0425	21.4633	21.8926	22.3305	22.7771	23.2326
Clerical-Entry	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	4920	5018	5119	5221	5326	5432	5541	5652	5765	5880
Clerical-Journey	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	28.3855	28.9532	29.5322	30.1229	30.7253	31.3398	31.9666	32.606	33.2581	33.9233
Community Health Educator	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	2934	2993	3053	3114	3176	3240	3305	3371	3438	3507
Court Clerk	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	16.9297	17.2683	17.6137	17.9659	18.3252	18.6918	19.0656	19.4469	19.8358	20.2326
Custodian	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	3256	3321	3387	3455	3524	3595	3666	3740	3815	3891
DOL Specialist	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	18.783	19.1586	19.5418	19.9326	20.3313	20.7379	21.1527	21.5757	22.0073	22.4474
EHS	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	4186	4270	4356	4443	4532	4622	4715	4809	4905	5003
EHS 1	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	24.1532	24.6363	25.129	25.6316	26.1442	26.6671	27.2004	27.7444	28.2993	28.8653
EHS	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	3552	3623	3695	3769	3845	3922	4000	4080	4162	4245
EHS 1	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	20.4926	20.9024	21.3205	21.7469	22.1818	22.6255	23.078	23.5395	24.0103	24.4905
EHS	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	2948	3007	3068	3129	3191	3255	3320	3387	3455	3524
EHS 1	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	17.0106	17.3508	17.6978	18.0517	18.4128	18.781	19.1566	19.5398	19.9306	20.3292
EHS	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	4399	4487	4577	4668	4761	4857	4954	5053	5154	5257
EHS 1	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	25.3782	25.8857	26.4034	26.9315	27.4701	28.0196	28.5799	29.1515	29.7346	30.3293
EHS	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	4743	4838	4935	5033	5134	5237	5341	5448	5557	5668
EHS 1	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	27.3639	27.9112	28.4694	29.0388	29.6196	30.212	30.8162	31.4325	32.0612	32.7024
EHS	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	4885	4983	5083	5184	5288	5394	5502	5612	5724	5839
EHS 1	Salary	1	2	3	4	5	6	7	8	9	10
	Hourly	28.1859	28.7496	29.3246	29.911	30.5093	31.1195	31.7418	32.3767	33.0242	33.6847

		1	2	3	4	5	6	7	8	9	10
EHS 2	Salary	5171	5274	5380	5487	5597	5709	5823	5940	6059	6180
	Hourly	29.8328	30.4295	31.0381	31.6588	32.292	32.9378	33.5966	34.2685	34.9539	35.653
		1	2	3	4	5	6	7	8	9	10
Financial Specialist 1	Salary	3752	3827	3904	3982	4061	4143	4226	4310	4396	4484
	Hourly	21.6473	22.0803	22.5219	22.9723	23.4317	23.9004	24.3784	24.8659	25.3633	25.8705
		1	2	3	4	5	6	7	8	9	10
Financial Specialist 2	Salary	4053	4134	4216	4301	4387	4474	4564	4655	4748	4843
	Hourly	23.3811	23.8487	24.3257	24.8122	25.3085	25.8146	26.3309	26.8575	27.3947	27.9426
		1	2	3	4	5	6	7	8	9	10
Financial Specialist 3	Salary	4314	4401	4489	4578	4670	4763	4859	4956	5055	5156
	Hourly	24.8904	25.3882	25.8959	26.4139	26.9421	27.481	28.0306	28.5912	29.163	29.7463
		1	2	3	4	5	6	7	8	9	10
Financial Specialist 4	Salary	4703	4797	4893	4991	5091	5193	5297	5403	5511	5621
	Hourly	27.1354	27.6781	28.2316	28.7963	29.3722	29.9596	30.5588	31.17	31.7934	32.4293
		1	2	3	4	5	6	7	8	9	10
Financial Specialist 5	Salary	5415	5523	5634	5747	5861	5979	6098	6220	6345	6472
	Hourly	31.2417	31.8665	32.5038	33.1539	33.817	34.4933	35.1832	35.8868	36.6046	37.3367
		1	2	3	4	5	6	7	8	9	10
Judicial Specialist	Salary	4755	4850	4947	5046	5147	5249	5354	5462	5571	5682
	Hourly	27.4309	27.9795	28.5391	29.1098	29.692	30.2859	30.8916	31.5094	32.1396	32.7824
		1	2	3	4	5	6	7	8	9	10
Nurse (1)	Salary	4303	4389	4477	4567	4658	4751	4846	4943	5042	5143
	Hourly	24.8274	25.324	25.8305	26.3471	26.874	27.4115	27.9597	28.5189	29.0893	29.6711
		1	2	3	4	5	6	7	8	9	10
Nurse (2)	Salary	5185	5289	5395	5503	5613	5725	5840	5956	6075	6197
	Hourly	29.9158	30.5142	31.1244	31.7469	32.3819	33.0295	33.6901	34.3639	35.0512	35.7522
		1	2	3	4	5	6	7	8	9	10
Office Coordinator	Salary	4782	4877	4975	5074	5176	5279	5385	5493	5602	5714
	Hourly	27.5865	28.1382	28.701	29.275	29.8605	30.4577	31.0669	31.6882	32.322	32.9684
		1	2	3	4	5	6	7	8	9	10
Office Specialist II	Salary	3455	3524	3594	3666	3739	3814	3891	3968	4048	4129
	Hourly	19.9312	20.3298	20.7364	21.1512	21.5742	22.0057	22.4458	22.8947	23.3526	23.8197
		1	2	3	4	5	6	7	8	9	10
Payroll Clerk	Salary	4305	4391	4479	4569	4660	4753	4848	4945	5044	5145
	Hourly	24.8376	25.3344	25.8411	26.3579	26.885	27.4227	27.9712	28.5306	29.1012	29.6833
		1	2	3	4	5	6	7	8	9	10
Probation Counselor	Salary	4278	4363	4451	4540	4630	4723	4817	4914	5012	5112
	Hourly	24.6799	25.1735	25.677	26.1905	26.7144	27.2486	27.7936	28.3495	28.9165	29.4948
		1	2	3	4	5	6	7	8	9	10
Program Analyst	Salary	5150	5253	5358	5465	5575	5686	5800	5916	6034	6155
	Hourly	29.712	30.3062	30.9124	31.5306	32.1612	32.8044	33.4605	34.1297	34.8123	35.5086
		1	2	3	4	5	6	7	8	9	10
Program Representative	Salary	4529	4619	4712	4806	4902	5000	5100	5202	5306	5412
	Hourly	26.1268	26.6493	27.1823	27.7259	28.2805	28.8461	29.423	30.0115	30.6117	31.2239

		1	2	3	4	5	6	7	8	9	10
Prosecutor Operations Specialist	Salary	4755	4850	4947	5046	5147	5249	5354	5462	5571	5682
	Hourly	27.4309	27.9795	28.5391	29.1098	29.692	30.2859	30.8916	31.5094	32.1396	32.7824
		1	2	3	4	5	6	7	8	9	10
Secretary-Legal	Salary	3411	3479	3549	3620	3692	3766	3841	3918	3997	4076
	Hourly	19.6794	20.073	20.4744	20.8839	21.3016	21.7276	22.1622	22.6054	23.0575	23.5187
		1	2	3	4	5	6	7	8	9	10
Supervisor-Office	Salary	4978	5078	5179	5283	5388	5496	5606	5718	5833	5949
	Hourly	28.7199	29.2943	29.8802	30.4778	31.0873	31.7091	32.3433	32.9901	33.6499	34.3229
		1	2	3	4	5	6	7	8	9	10
Vaccine/Epidemiology Coord.	Salary	4816	4912	5010	5110	5212	5317	5423	5532	5642	5755
	Hourly	27.7825	28.3381	28.9049	29.483	30.0727	30.6741	31.2876	31.9134	32.5516	33.2027