

CLARK COUNTY STAFF REPORT

DEPARTMENT: Sheriff's Office and Human Resources

SUBMISSION DATE: June 22, 2015

REQUESTED ACTION:

Approve Collective Bargaining Agreement between Clark County and Clark County Corrections Officers Guild for the period January 2013 through December 2015 including retroactive payments to former Guild members.

SR Number:

Assigned by the manager's office

YES	NO	ACTION
		County Manager review and approval
X		Referral to BOCC
		Hearing required
		Proposed hearing date if referred to BOCC

BACKGROUND

The County and the Custody Officers Guild were unable to reach an agreement at the end of 2012; therefore, PERC certified the parties for interest arbitration under the provision under RCW 41.56.465. The interest arbitration was held before arbitrator Alan R. Krebs on September 16, 2014. Arbitrator Krebs issued his binding award on April 30, 2015. We are presenting this to the Board of County Councilors based upon the said binding award. The Agreement covers the period of January 1, 2013 through December 31, 2015.

The key elements of the Collective Bargaining Agreement (CBA) are summarized below.

- Compensation Increases (Article 11/Appendix A)
 - January 1, 2013 – Base wage increase of two percent (2%)
 - January 1, 2014 – Base wage increase of two percent (2%)
 - January 1, 2015 – Base wage increase of two percent (2%)
- Longevity (Article 11.7)
 - Fifteen (15) years of service – Longevity increase of one percent (1%)
 - Twenty (20) years of service – Longevity increase of one percent (1%)
- Health and Welfare (Article 13)
 - Amended to include the High Deductible Health Plan coupled with a Health Savings Account, and cash payments for opting out of the medical and dental plans.

The total estimated cost impact to the general fund is \$1,545,420 for the 2015-2016 Biennium.

ADMINISTRATIVE POLICY IMPLICATIONS

No administrative policy implications.

*ngp
OK
4.1*



COUNCIL POLICY IMPLICATIONS

No council policy implications.

PREVIOUS REVIEWS AND ACTIONS

NA

COMMUNITY OUTREACH

Community Outreach is not applicable, as this process is required by RCW 41.56.

BUDGET IMPLICATIONS

YES	NO	
X		Action falls within existing budget capacity.
		Action falls within existing budget capacity but requires a change of purpose within existing appropriation
		Additional budget capacity is necessary and will be requested at the next supplemental. If YES, please complete the budget impact statement. If YES, this action will be referred to the county council with a recommendation from the county manager.

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SUBMITTED BY: Francine Reis

DATE: June 22, 2015

ATTACHMENTS

**APPROVAL
BOARD OF COUNTY COUNCILORS
CLARK COUNTY, WASHINGTON**

Approved: 

Clark County Washington,

Board of County Councilors

DATE: June 30, 2015

SR# SR 139-15

COUNTY MANAGER ACTION\RECOMMENDATION

By: Mark McCauley
Date:
SR Number:

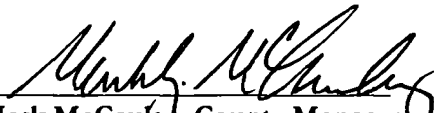
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COUNTY MANAGER RECOMMENDATION:

Action	Conditions	Referral to council?
<i>Approval</i> denial	<i>Enter conditions or requests here</i>	Yes <i>No</i>

This block will be completed by the manager's office



Mark McCauley, County Manager

Date *6/24/15*

DISTRIBUTION

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BUDGET IMPACT ATTACHMENT

Part 1: Narrative

Collective Bargaining Agreement between Clark County and Clark County Corrections Officers Guild for the period January 2013 through December 2015 including retroactive payments to former Guild members.

Part 2: Budget Impact

Include full position costs, including salaries and benefits.

Expenditure:

Fund	Dept	Obj	Expense change Year 1	Expense change Year 2	Expense change Year 3	Expense change Year 4	Expense change Year 5	Expense change Year 6	One time or ongoing
GF	261	100-236	\$772,710	\$772,710	\$772,710	\$772,710	\$772,710	\$772,710	
Total									

Revenue

Fund	Dept	Obj	Revenue change Year 1	Revenue change Year 2	Revenue change Year 3	Revenue change Year 4	Revenue change Year 5	Revenue change Year 6	One time or ongoing
Total									

Part 3: FTE Profile Over Time

# FTE	Type*	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Total							

**operating, revenue, project, temporary*

Estimated start date for employees:

Departments may insert an excel spreadsheet into the staff report.