

CLARK COUNTY STAFF REPORT

DEPARTMENT: Sheriff's Office and Human Resources

DATE: April 12, 2017

REQUESTED ACTION: Approve Collective Bargaining Agreement (Agreement) between Clark County and the Clark County Deputy Sheriff's Guild

☒ X Consent ☐ Hearing ☐ County Manager

BACKGROUND

The new Agreement presented with this staff report represents the outcome of productive negotiations where the parties explored the issues and found solutions in representing the best interest of everyone involved. The management negotiating team believes the resulting Agreement acknowledges budget constraints for salaries and benefits, and the quality work of Enforcement Deputies and Sergeants.

The Guild voted to ratify the Agreement on or about April 3, 2017. We are recommending approval by the Board of County Councilors.

The Agreement covers the period of January 1, 2017 through December 31, 2019. Key elements of the agreement include:

- Change in term and expiration date of the Collective Bargaining Agreement to December, 31, 2019
- Medical, Dental and Vision Plan expenditures continue to be shared by the County and the Guild with a premium cost split of 95%/5%
- Insurance and benefits eligibility language changes consistent with revised laws, regulations and County policy
- General wage increase and pay range adjustments:
 - 2.5% effective Jan. 1, 2017
 - 2.5% effective Jan. 1, 2018
 - 2.2% effective Jan. 1, 2019
- Addition of Veteran's Day as a recognized holiday (from 5 paid holidays to 6 paid holidays)
- Addition of a 15 year longevity step that equates to 5% above Deputy step 8 and Sergeant step 6
- Additional \$5000 in Life Insurance per member

Other key changes include:

- Specific article to call out which units are considered for Special Assignment Pay
- Payroll Stabilization Account dissolution (15 hours paid out to all guild members, one time June 2017)
- Payroll Stabilization Account language removed from the contract

COUNCIL POLICY IMPLICATIONS

ADMINISTRATIVE POLICY IMPLICATIONS

The provisions negotiated into these contracts are in keeping with current county philosophy regarding wages, hours and working conditions for Clark County employees, and recognizes the budget constraints of the County.

COMMUNITY OUTREACH

This recommendation affects the employees of this one (1) bargaining unit. The County and the Guild negotiated these changes in the terms and conditions of employment as required under RCW 41.56. The Guild has voted to ratify this agreement.

mm
OK

BUDGET IMPLICATIONS

YES	NO	
X		Action falls within existing budget capacity.
	X	Action falls within existing budget capacity but requires a change of purpose within existing appropriation
	X	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.

BUDGET DETAILS

Local Fund Dollar Amount	
Grant Fund Dollar Amount	
Account	
Company Name	

DISTRIBUTION:

Board staff will post all staff reports to The Grid. <http://www.clark.wa.gov/thegrid/>



Chuck E. Atkins,
Clark County Sheriff




Kathleen Otto
Human Resources Director

APPROVED: 

CLARK COUNTY, WASHINGTON
BOARD OF COUNTY COUNCILORS

DATE: May 16, 2017

SR# SR 109-17


Thomas Scullion
Budget Office

APPROVED: _____

Mark McCauley, County Manager

DATE: _____



BUDGET IMPACT ATTACHMENT

Part I: Narrative Explanation

I. A – Explanation of what the request does that has fiscal impact and the assumptions for developing revenue and costing information

Base wage and benefit cost increase over budget for the three-year contract period appears below under “0001/General Fund”. This amount may be absorbed within existing vacancy savings for this biennium. This will be reviewed again during the budget re-adoption process to ensure adequate funding continues to be available.

Part II: Estimated Revenues

Fund #/Title	Current Biennium		Next Biennium		Second Biennium	
	GF	Total	GF	Total	GF	Total
General Fund	267,070	267,070	346,362	346,362	346,362	346,362
Total	267,070	267,070	346,362	346,362	346,362	346,362

II. A – Describe the type of revenue (grant, fees, etc.)

Part III: Estimated Expenditures

III. A – Expenditures summed up

Fund #/Title	FTE's	Current Biennium		Next Biennium		Second Biennium	
		GF	Total	GF	Total	GF	Total
General Fund		267,070	267,070	346,362	346,362	346,362	346,362
Total		267,070	267,070	346,362	346,362	346,362	346,362

III. B – Expenditure by object category

Fund #/Title	Current Biennium		Next Biennium		Second Biennium	
	GF	Total	GF	Total	GF	Total
Salary/Benefits	267,070	267,070	346,362	346,362	346,362	346,362
Contractual						
Supplies						
Travel						
Other controllables						
Capital Outlays						
Inter-fund Transfers						
Debt Service						
Total	267,070	267,070	346,362	346,362	346,362	346,362