

AGREEMENT BY AND BETWEEN

WHITMAN COUNTY

AND

TEAMSTERS

UNION LOCAL 690/ROAD DEPARTMENT
BARGAINING UNIT

JANUARY 1, 2024 TO DECEMBER 31, 2026

087237

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THIS AGREEMENT is entered into between the Board of County Commissioners of WHITMAN COUNTY, hereinafter referred to as the "County" and TEAMSTERS UNION LOCAL 690, hereinafter called the "Union."

ARTICLE 1 - PURPOSE

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 II of this document, pursuant to the authority of Chapter 41.56 of the Revised Code of Washington.

ARTICLE 2 - UNION RECOGNITION

2.1 The County recognizes the Union as the exclusive bargaining agent for all regular employees of the Public Works Department, excluding the Director, Supervisors, Forepersons, temporary employees, all employees of the Solid Waste Department, and those positions excluded by law.

2.2 It is further agreed that all employees subject to this Agreement shall have the option to pay or not pay Union membership fees or dues. New Employees who voluntarily elect to not pay Union membership fees and dues shall notify the Union and the Employer, in writing, not later than the thirtieth (30th) day from the commencement of their actual employment, or thirty (30) days after execution of this Agreement, whichever is the later. Eligible employees may voluntarily elect to begin paying membership dues, at any time, by filing a membership application with the Union.

2.3 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.

2.4 New Employee Notice and Orientation: When the County hires a new employee within the bargaining unit, the County will provide notice to the Union within twenty-one (21) days of the date of hire, inclusive of the employees' name, hire date, and classification and other information consistent with RCW 41.56.new.

The Union will be provided thirty (30) minutes for orientation time to meet with new employees during the first ninety (90) days of employment of the employee(s). The new employee will be on paid time during their regular work schedule. The Union will make best efforts to provide orientation to as many new employees at one time as practicable. The Union representative will schedule the orientation period with the Department Head.

ARTICLE 3 - DEFINITIONS

3.1 For the purpose of this Agreement, the following definitions shall apply:

3.2 Director: The designated Whitman County Director of Public Works and County Engineer.

3.3 Temporary Employee: Shall be an employee of the County who is hired for a specific period of time, not to exceed six (6) full calendar months, to complete a seasonal, special or temporary work project. The employment period may, with notice and mutual agreement of the Union be extended.

Nothing in this provision is intended to restrict the employment of temporary persons on a year-to-year basis.

3.4 Probationary Period and Probationary Employee: Probationary period is an extension of the selection process and failure of same as determined by the immediate supervisor and/or Director shall 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 first day of employment, except that the probation period may be, by mutual agreement between the Employer and 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 Union. Dismissal for failure to satisfactorily complete probation period the employee's seniority will date from their first day of employment 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, unless otherwise stated in this agreement. Provided further, if a probationary employee's employment is terminated during the probationary period, the employee shall receive no compensation for sick leave or annual leave benefits that may have accrued during the probationary period of employment.

3.5 Regular Employee: Shall be an employee who has successfully completed their probationary period.

3.6 Regular Part-time: An employee who regularly works less than one hundred seventy-three (173) hours but not less than eighty (80) hours per month and shall be entitled to the prorated benefits provided for in this Agreement. Employees working less than eighty (80) hours per month are not eligible for benefits, unless required by law.

3.7 Probationary Classification: Shall be the job classification given an employee during the one hundred eighty (180) day period immediately following their first day of work.

ARTICLE 4 - NON-DISCRIMINATION

4.1 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.

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.

ARTICLE 5 - DUES DEDUCTION

The County agrees to deduct, per pay period, Union dues from the pay of those employees who individually authorize in writing that such deductions be made. The aggregate deduction for all employees who have authorized such deductions, shall be remitted, together with an itemized statement to the Treasurer of the Union.

The Union will indemnify, defend and hold the County harmless against any claims made and against any suit instituted against the County on account of any check off of Union dues. The Union agrees to refund to the County any amount paid to it in error on account of the check off provision upon proper evidence thereof.

The County recognizes the Union's right to encourage all employees covered hereunder to become and remain members in good standing of the Union. Any present or future employee eligible for coverage under this Agreement may become a member of the Union. Neither party shall discriminate against any employee or applicant for employment because of membership or non-membership in the Union or other employee organization.

ARTICLE 6 – MANAGEMENT RIGHTS

6.1 It is recognized that, except as expressly stated herein, the Employer shall retain any and all rights and authority, provided by law, in all matters pertaining to the management or the operations of the County and to act unilaterally in such matters including, but not limited to: the type and kind of service to be rendered to the public; the methods, means, organization and number of personnel by which operations and services are to be conducted; to assign or transfer bargaining unit work or employees; to determine whether goods or services should be made or purchased; to hire, classify/reclassify positions, promote and/or demote employees, discipline for cause, layoff or discharge employees due to lack of work or other legitimate reasons; to make and enforce reasonable rules and regulations; to modify, change or eliminate existing work

methods, equipment, facilities, or levels of service, including the right to contract out or sub-contract bargaining unit work.

6.2 Nothing in this Agreement shall interfere with Foremen or other supervisory personnel carrying out their supervisory duties or performing bargaining unit work as deemed necessary by the Director.

6.3 The County may subcontract work provided that if bargaining unit employees should be displaced the County's intent to subcontract will be discussed with the Union prior to subcontracting.

ARTICLE 7 - UNION MANAGEMENT RELATIONS

7.1 It is expressly recognized that certain rights and protection are granted to the employees through the constitution, statutes and regulations of the United States and the State of Washington. It is the intent of the parties to this Agreement that the Agreement shall not diminish those rights and protections.

7.2 The Union, as representative of the employees 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, two (2) employees, 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, with three (3) days prior notice, 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 Employee, 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 Stewards will not be paid and must clock out and in when meeting with either the Union Business Representative their Union Steward or the Employer.

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 Stewards 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 Stewards 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. The Union Representative shall, with prior notice to the department head, 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.

7.3 All collective bargaining during the term of this Agreement with respect to wages, hours and working conditions shall be conducted by the authorized representative of the Union and the authorized representative of the Employer. Agreements reached between the parties to this Agreement shall become effective only when signed by the Union and the Board of County Commissioners.

7.4 The Union shall, each year of this Agreement, submit to the Public Works and HR Directors a written list of Union stewards and the names of the two (2) allowed negotiating committee members. The Director shall be notified of any changes that occur during the year within one (1) month after such changes are made.

ARTICLE 8 – STRIKES AND LOCKOUTS

8.1 No lockout of employees shall be instituted by the Employer during the term of this Agreement.

8.2 No strikes of any kind shall be caused or sanctioned by the Union during the term of this Agreement. At no time, however, shall employees be required to act as strikebreakers.

ARTICLE 9 - DISCIPLINE/DISCHARGE

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

9.3 The County has adopted a progressive disciplinary policy to insure a nondiscriminatory method of disciplining employees. Formal progressive discipline includes written reprimand, suspension without pay, demotion, and discharge. However, exceptions or deviations may occur when the totality of the circumstances warrant progressive steps be skipped or immediate termination. Discipline is the responsibility of management. Disciplinary actions or measures may include the following:

- A. Counseling: Forms of evaluation or counseling are not discipline. These are fewer formal means of resolving issues related to daily operations for conflicts, such as oral or written warnings, directives and work improvement plans. These forms of counseling may serve as evidence for future discipline. Oral warnings reduced to written are not considered to be discipline and may not be protested through the grievance procedure. Documented counseling will be labeled as counseling and can be maintained in the 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 fifteen (15) days of receipt. Nothing in this Article shall be construed to prevent or prohibit a superior from discussing operational matters informally with employees.

9.5 Investigatory Interviews: In the event the County is conducting an internal investigation to investigate allegations of misconduct that could lead to formal discipline, prior to an investigatory interview of the employee the County will give twenty-four (24) hours' written notice of investigation to the employee and the Union stating the nature of the allegations. The written notice will state the employee has the right to a Union representative present during the investigatory interview. The interview will be audio recorded, and a copy will be provided to the Union or employee in a timely manner upon request. This section does not apply to discussions or inquiry with an employee for matters not arising to the level of formal disciplinary action.

The County will make best efforts to conduct investigations of misconduct in a timely manner. If an investigation continues past 180 days, the County will provide the employee and the Union an explanation for the delay.

9.6 Pre-disciplinary Meeting: Prior to imposing a formal discipline of suspension, demotion or discharge, the employee shall have the right to a meeting at which time the employee and the Union shall be presented with the facts of the charge against the employee, and a summary of the Employer's evidence supporting the findings, and the sanction considered. The employee and/or the Union shall have the right to respond to said charges.

9.7 Imposition of Discipline: The County shall not impose a disciplinary discharge upon any employee without just cause. Formal disciplinary actions imposed will be provided in writing to the employee and the Union. Employees may grieve formal disciplinary actions imposed.

Probationary employees may be disciplined without a right of appeal.

9.8 Personnel File. Formal disciplinary actions will be maintained in an employee's personnel

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file. At the request of the employee, a written reprimand may be removed from the employee's personnel file after thirty-six (36) calendar months from the date of imposition so long as the employee has not received counseling or other discipline for the same or similarly related conduct. Written reprimands removed from the employee's personnel file will be considered stale, however, will be maintained for civil purposes and for notice of rule.

ARTICLE 10 - GRIEVANCE PROCEDURE

10.1 A grievance is defined as only those disputes involving the interpretation, application or alleged violation of specific provisions of this Agreement.

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

Step 1: Within five (5) working days from its occurrence or the date which the employee first should have become aware of it, in any event no more than thirty (30) calendar days from date of occurrence, the aggrieved employee shall discuss their complaint with their immediate supervisor. The shop steward may be present if the employee so desires. 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 on the above informal discussion basis the grievance shall be reduced to writing, specifying the paragraph in the Agreement being grieved and what action is to be taken if the grievance is upheld, signed by the aggrieved party, and within ten (10) working days of the date in Step 1, shall be submitted to the immediate supervisor and the Union. Any grievance not so filed with the immediate supervisor shall be waived, whether or not the employee has actual notice of the grievance. The immediate supervisor shall investigate the grievance and provide the employee and Union a written answer within ten (10) working days of the date of submission.

Step 3: After having received the written answer of the immediate supervisor, if the employee still feels aggrieved, the employee shall, within ten (10) working days after having received said answer, file a formal grievance with the Union and the Public Works Director. Such grievance must state the date on which the grievance was discussed with the immediate supervisor 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 – MEETINGS

11.1 The parties hereby agree that during labor negotiations, as set forth in Article VII, subsection 7.2, the Union shall be represented by not more than two (2) bargaining unit members. These employees if negotiations are scheduled, whenever practicable, during work time, except as limited elsewhere in this Agreement, shall be considered as acting within, their scope of

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employment for pay and other benefit purposes. For other representation issues, including grievances the bargaining unit shall be limited to one (1) bargaining unit Union representative, unless otherwise authorized by mutual agreement of the Employer and the Union.

ARTICLE 12 - SENIORITY

12.1 Seniority according to this Agreement shall consist of the continuous service of the employee with the Whitman County Public Works Department. The Director shall have the authority to transfer Road personnel among the districts and to the Solid Waste Transfer Facility, at their discretion for the benefit of the County. See also Article 15.11. After completion of the probation period, the employee's seniority will be from their first day of employment. Seniority will apply when specifically stated in this agreement (e.g.: layoff, etc.). A probationary employee shall have no seniority rights or be classified as a regular employee until they have completed their probationary period. A temporary employee shall have no seniority rights.

12.2 The employees' earned seniority shall be lost for any of the following:

- A. Discharge or resignation of employee.
- B. Separation of employment for not meeting the essential functions of the position, subject to applicable law (L&I on the job injury).
- C. Failure to report for work the first workday or shift following the expiration of the authorized leave of absence without an authorized extension.
- D. Temporary layoff exceeding an eighteen (18) consecutive month period. The Employer and the Union may, by mutual agreement, extend the allowed period to twenty-four (24) consecutive months.
- E. Failure, when on temporary layoff to report for work within one (1) week after written notice has been sent to the employee, shall constitute a refusal to work.

12.3 The seniority list shall be brought up to date each year on January 1st and posted in a conspicuous place. A copy of the seniority list shall be made available to the Union by January 30 of each year.

12.4 Qualified employees in the Public Works Roads Department shall have the first opportunity to transfer to open Solid Waste Department positions not filled by department transferees or promotional employees. Employees who transfer from the Roads Department to the Solid Waste Department shall have the right to return to their former position for first thirty (30) calendar days with no adverse impacts. Employee transferring shall retain all benefits, except seniority, accrued while working in the Roads Department.

ARTICLE 13 - PROMOTIONS/ LAYOFF/ RECALL

13.1 Promotion: Promotions to a higher job classification shall be according to past work performance, qualifications and technical ability to perform the prescribed duties.

13.2 Changes from a higher to a lower available job classification may be made at the request of an employee with the approval of the County.

13.3 Job Posting: When a permanent vacancy occurs in a job classification covered by this Agreement it shall be posted for a minimum of five (5) working days in each work location. All regular employees in other job classifications covered by this Agreement shall be eligible to bid by signing their name on the bulletin, provided the crew affected shall have first consideration. The Director shall select the applicant to be awarded the vacancy in accordance with the provision above and their decision shall be final and binding. When circumstances warrant, and with the agreement of the Shop Steward, a position may be recruited for simultaneously as provided for above, 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.

13.4 Regular employees shall be promoted over temporary employees.

13.5.1 Bargaining unit employees advanced to a supervisory position shall continue to accumulate seniority during service as a supervisor. It is expressly recognized that any employee transferring or promoting to any Public Work's Department position may elect to return to their previous position within thirty (30) days of the transfer or promotion, Under certain circumstances, staffing and service levels are unable to be maintained by filling the vacated position with temporary employees or through reassignments to current employees, therefore, the parties hereto recognize that, subject to prior written Union approval, an employee may agree in writing to a lesser period of time. In no case shall such period of time be less than ten (10) working days.

13.5.2 When a permanent supervisory position becomes vacant, regular employees covered by this Agreement shall be given consideration to fill the position by bidding. Employees shall be considered along with all other qualified candidates. If a bargaining unit employee has equal or greater qualifications, as determined fewer than 13.1 of this Article the employee shall be given first consideration over outside applicants.

13.6 Layoff/ Recall: When it is necessary to reduce the force, all employees who are not on a regular status shall be laid off first. In any reduction of the regular force, layoffs shall be based on technical abilities as to operation of equipment that is intended to be retained in service. In the event two (2) or more persons are, in the judgement of the Director, equal in technical ability, it shall be based on seniority. Each employee involved shall be given a five (5) day notice.

13.7 All regular employees subject to layoff shall be entitled to recall rights. When rehiring

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regular employees, the order of call back shall be in reverse with the last person released being entitled to the first chance at any position which becomes open, subject to the employee's qualifications for the opening. The employee's regular classification upon returning to work shall be that of the job to which the employee returns regardless of what their regular classification may have been at the time of the layoff. Call back rights for employees laid off shall be for a period of eighteen (18) consecutive months from the date of layoff. The Employer and the Union may, by mutual agreement, extend the call back period to twenty-four (24) consecutive months. The County will mail a notice to the employee at their last known address. Any employee who fails to report for work within one (1) week from the date they are sent written notification of the opening shall forfeit all call back rights.

13.8 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 changed. Any employee who has their regular job classification downgraded as a result of the layoff of other employees shall have first chance to be returned to their former regular classification when an opening at this classification becomes available.

13.9 Supervisor will assign employees to pieces of equipment. Within the limitations of work programs such assignment will not be shifted from day to day. If a piece of equipment is needed for emergency or special overtime work, the employee regularly assigned to the equipment will be given first call to operate the equipment during any such work period. If the regularly assigned operator is not available for any reason, the supervisor or foreman shall call any other qualified employees to perform the necessary work. Should no qualified employee be available, the supervisor may perform the work.

ARTICLE 14 – SALARIES/WAGES

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

Effective January 2024, the wage scale (Appendix A) shall be increased by 5%.

Effective January 2025, the wage scale (Appendix A) shall be increased by 4%.

Effective January 2026, the wage scale (Appendix A) shall be increased by 3%.

14.2 Except as otherwise provided, salary schedule increases, when provided for in this Agreement, shall occur as of the first day of the month they are scheduled to become effective.

14.3 The County shall maintain a Wage and Classification system for all employees of the County, including the employees within the bargaining unit. By reference herein the Wage and Classification system shall be part of this Agreement.

The existing Compensation Schedule (Appendix A), including the ranges and step progression process shall remain in effect during the term of this Agreement, except if a change in either the value of the ranges or the step progression process is proposed by the County and negotiated with the Union.

14.4 When any position not listed on the wage schedule is established in the bargaining unit, the County may designate a job classification and pay rate for the position. The County will provide the Union notice of the new classification and wage rate. In the Event the Union does not agree that the pay rate is proper, the Union will notify the County of intent to bargain the pay rate within fourteen (14) calendar days. The County is not precluded from hiring the position during the bargaining process.

14.5 Out of Classification Pay: Whenever an employee is assigned to perform work in excess of four (4) consecutive hours in a classification higher than that in which the employee is normally classified, the employee will receive a premium payment of six percent (6%) of their base hourly rate for the out of class work performed.

Assignment to Solid Waste: When an employee is assigned to work at Solid Waste to fulfill Solid Waste duties in excess of four (4) consecutive hours, the employee will receive a premium payment of eight percent (8%) of their base hourly rate for the work performed.

Mechanic Duties Assignment: By exception, when an employee is assigned by either the Public Works Fleet Shop Working Foreman, the Superintendent(s), the Public Works Operations Manager, or the Public Works Director, and the employee performs work under the direct assistance of a Whitman County Heavy Equipment Mechanic in performing operational needs of needs of maintaining heavy equipment, the employee is eligible for out of class pay. For worked assigned under these conditions, the employee will receive additional compensation of six percent (6%) of their base hourly rate for out of class work beyond one (1) hour performed with the Heavy Equipment Mechanic. No additional pay shall be given for working machinery for training purposes when performed under the direct supervision of the normal or other qualified operators thereof.

14.6 Call Back Conditions:

- A. Call Back: Work performed outside the employee's scheduled work hours, requiring an employee who has departed from the job to return to work, or an employee called to work on a scheduled day off shall be compensated with a minimum of three (3) hours, payable as overtime.

Called to work outside of schedule means to report to a designated work location excluding remote work or "work from home" agreements.

- B. Early Shift Call Back: Early shift call is any time worked prior to the employee's scheduled start time that continues uninterrupted into that employee's regularly scheduled shift, early shift is payable for a minimum of 1 hour overtime for the hours worked continuous to the shift start.

14.7 Pay periods: Bargaining unit employees will be paid twice per month. It is agreed that the Employer may during the term of this Agreement, with no less than thirty (30) days prior notice to the Union, convert the current pay period(s) from twice per month to every two weeks (bi-weekly). It is further 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 the departments and County's needs. It is agreed and understood that when implemented, employees will be required to record their arrival at, departure from work or 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.

14.8 Maintenance employees assigned to operate the oil distributor, striping truck, chip spreader or person assigned as mechanic to this work, shall be paid a premium of twelve percent (12%) over their actual rate of pay for all hours worked as assigned.

14.9 The Employer will reimburse employees required to maintain a CDL the licensing fee and medical certification (one per renewal period) portion of the renewal costs.

ARTICLE 15 – HOURS OF WORK AND OVERTIME

15.1 The workweek for the public Works "Department shall be forty (40) hours of work to consist of five (5) eight (8) hour days, or four (4) ten (10) hour days, to be determined by the Director. The office and engineering crew shall normally work five (5) eight (8) hour days or four (4) ten (10) hour days as to be determined by the Director. Unless mutually agreed otherwise, the sign shop, maintenance workers, mechanics and bridge crew employees shall be scheduled to work four (4) ten (10) hour days commencing not later than the first full week of April and ending not earlier than the last full workweek of October.

15.2 The regular hours of work each day shall be consecutive except for interruptions designated for a one-half (1/2) hour unpaid lunch period. Two (2) ten (10) minute rest periods shall be provided each workday on County time; one (1) in the morning and one (1) in the afternoon work period.

15.3 In accord with 15.1 of this Article, all employees shall be scheduled to work on a regular work shift and each shift shall have a regular starting and quitting time. Servicing of County equipment shall be done during the regular work shift or else it shall constitute overtime work. It is

understood that frequently the locations of the day's work for an employee will be elsewhere than the point at which they report; the reporting point may be a County Road Department Shop, or it may be some other location specifically designated. When the location of the day's work is away from the reporting point, travel time at the beginning and the end of the work shift from the job to the reporting point shall be considered as time worked.

15.4 An employee's workweek, shift and starting time assignments shall be made by the Employer and after being made, shall continue at least five (5) consecutive days, or four (4) consecutive days in a 4-10 workweek. However, for Engineering Technicians, their work hours and notice thereof, may be amended as needed to accommodate contracted projects. Changes, except as noted above, in workweek, shift and starting time shall take effect only at the beginning of an employee's workweek, provided that the employee is given one (1) calendar weeks' notice of such change, except in case of an unforeseen emergency. For this section, an unforeseen emergency includes disasters, accidents or serious unexpected events requiring immediate response for the safety of the public, inclement weather greater than expected, sudden or unexpected illness, or similarly related events.

15.5 In the event a four (4) day week is worked under the terms of 15.1 of this Article, all benefits, which are based upon working time. Shall be proportioned, that is to say shall be determined by translating such benefits from days into hours.

15.6 Overtime is by assignment and must be approved. There is no guaranteed overtime. Overtime pay shall be at the rate of one and one-half (1½) times the regular hourly rate for such employees. Compounding/pyramiding of overtime is prohibited meaning an employee will not be paid overtime twice for the same hours worked.

15.7 Employees may elect, with the approval of the Employer to be granted compensatory time off in lieu of paid overtime. Compensatory time shall be computed on the basis of one and one-half (1½) hours of time off for each hour of overtime worked. Compensatory time may be accrued to a maximum of sixty (60) hours annually, however only forty-eight (48) hours of which may be carried over from year to year. Compensatory time may not be approved if it will exceed the allowed maximum. Employees may sell back the previously approved and accrued compensatory time only at the end of each calendar year. Compensatory will be paid at the salary range wage rate in effect when it is used or if sold back at the end of each calendar year.

15.8 Insofar as reasonably feasible, all employees shall be treated equally with respect to working overtime.

15.9 A shift differential premium of twenty-five cents (\$0.25) per hour shall be paid for all hours worked when four (4) or more hours of the employee's shift fall within the hours of 8:00 p.m. and 4:00 a.m. This provision does not apply to call backs.

15.10 Overtime at the rate of time and one-half (1 ½) shall be paid for hours worked in excess of an employee's regular work shift of eight (8) hours or more if on a five-day, eight-hour schedule; or

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ten (10) hours or more if on a four-day, ten-hour schedule. In the event that an employee is absent without permission (no prior call-in and no-show) during a scheduled workweek, overtime will only be paid for hours actually worked in excess of forty (40) in the employee's workweek.

15.11 The Employer reserves the right to assign roads bargaining unit personnel to work at the landfill facility when necessary to meet staffing issues, including, but not limited to vacations, sick leave, and/or in an emergency as declared by the Public Works Director

15.12 Seasonal Road Paving and Chip Sealing: The County reserves the right to schedule a prolonged and specific paving and/or chip sealing project during a set period for the entirety of the work crew. Due to the complicated nature of the project that includes outside coordination of limited resources and supplies, the project may require employee attendance that overlaps holiday time provided in June. The County will provide at least 30 days' notice when it intends the project to overlap a June holiday. In such event, the holiday normally provided in June, as reflected in Article 16, will be offered as a "floating" holiday to be used by the end of the calendar year. Overtime will not be paid on the holiday worked that is later moved to a floating day. Prior approval by the supervisor must be obtained before taking the floating holiday. The floating holiday is not carried into the next calendar year and has no value upon separation of employment. Use of this section does not set precedent for future years.

ARTICLE 16 – HOLIDAYS

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

New Year's Day	Martin Luther King Jr. Day
President's Day	Memorial Day
Independence Day	Labor Day
Veteran's Day	Thanksgiving Day
Christmas Day	Floating Holiday in lieu of Columbus Day
Juneteenth	
Native American Heritage Day <i>(Is the day after Thanksgiving)</i>	

16.2 Provided, if any of the above days are celebrated state wide on a day other than the traditional day by national legislation, the statewide 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.

16.3 If a holiday falls on full-time employees scheduled day off, except as provided for elsewhere in this Article, an employee shall be entitled to an additional day off of their choice within the same workweek subject to their supervisors' approval.

16.4 The Floating holiday must be taken during the calendar year in which it was earned or is forfeited. An employee in order to be eligible to take a Floating Holiday must have completed

ninety (90) days of employment. Prior approval by the supervisor must be obtained before taking the floating holiday.

16.5 If an employee is required to work one of these holidays, they shall, in addition to their holiday pay, be paid for all hours worked at the rate of one and one-half (1½) their regular pay with a guarantee of three (3) hours. Hours will be recorded in payroll in accordance with County Policy 525-HR.

16.6 Whenever a holiday shall fall on a Sunday, the succeeding Monday shall be observed as a holiday. Whenever one of the above holidays falls on a Friday or Saturday during a normal four (4) day, ten (10) hour workweek, the previous Thursday shall be a holiday for those employees working the four (4) day week. Whenever a holiday falls on a Saturday the preceding Friday shall be observed as a holiday. During workweek rotations, holidays falling on a Monday or Tuesday shall be observed on Wednesday.

ARTICLE 17 – SICK LEAVE

17.1 Use of Accrued Sick Leave. Employees may use accrued sick leave when contracting or incurring any sickness or disability which renders the employee unable to perform the duties of their employment or for other purposes consistent with applicable law.

Bereavement Leave:

A. Any employee may use up to five (5) days of accrued sick leave to grieve or make funeral and state 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.

17.3 Except as may be otherwise provided by state law, in the event of sickness or disability of relatives which are then residing in the home of an employee as a member of their household, such employee may utilize their accumulated sick to attend such sickness or disability consistent with applicable law. For a serious health condition, the utilization of Family and Medical Leave (FMLA) or other state mandated leave shall be governed by the definition of immediate family as provided in federal and state statutes and regulations.

In addition to the use of accrued sick leave as set forth in this Agreement or the unpaid FMLA referenced above, eligible employees shall have access to the Paid Family and Medical Leave (PFML) provided under Washington State statutes. 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 regulations and Employer policy. Employees wanting additional information or desiring to apply for any of the referenced leaves should contact the Human Resource Department.

17.4 Employees shall start to earn sick leave per Employer policy and this Agreement from their date of hire, and may accumulate earned sick leave, on a per pay period basis, up to one hundred twenty (120) eight (8) hour days. Consistent with Employer practice, employees may accumulate sick leave in excess of the above allowed maximum during a calendar year, however, accrued sick leave which exceeds the maximum cap at the end of each calendar year will automatically be forfeited without any required action on the part of either party. Full-time and Part-time employees who are scheduled to and work a minimum of fifty (50%) or more of an established work period shall pro-rated sick leave per pay period, which is equivalent to their earning pro-rated leave of up to one (1) eight (8) hour day per calendar month. Effective as of January 1, 2018, part-time employees who are scheduled to and work less than fifty percent (50%) or less of the established annual work schedule, shall earn one (1) hour of earned sick leave for every forty (40) hours of work.

A pay period of employment shall be defined and applied by the Employer as a specific period of time during which an employee is scheduled to and works without an unauthorized absence.

17.5 Not later than one (1) hour before an employee is due to report for duty, if physically possible, the employee shall send notice to their immediate supervisor by telephone or otherwise on their first day off duty.

17.6 Upon request, the employee shall provide acceptable written confirmation, which may include a doctor's written statement, or reason(s) for use of sick leave in accordance with County policy and applicable law.

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

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

17.9 Worker's Compensation: County health and welfare benefit contributions, if applicable, and accrued leave shall be integrated with employee worker's compensation benefits, such that the sum of an employee's total compensation does not exceed one-hundred percent (100%) of the County's benefit contributions and/or the employee's regular daily rate of pay for any one day. Employees must provide immediate notice to the Employer on the full schedule of benefits for which they are eligible and those they receive. An employee's failure to provide the notice set forth above may result in a delay in receipt payment or denial of the coordination of benefits set forth below.

Any employee who is eligible for state industrial time-loss compensation for time off because of an on-the-job injury or illness shall be eligible to use their accrued sick leave, following the first three (3) days of absence; to offset the dollar difference between their regular pay and the time-loss benefits received. Employees may use a full day(s) of their accrued sick leave to cover the first three (3) days of absence, however, the amount paid the employee in time-loss compensation for the first three (3) days of absence shall be credited to Whitman County from the employee's available accrued sick leave, and/or other compensation due the employee in the next payroll period.

In order to reduce any undue hardship on the employee caused by the delay in receipt of time-loss benefits and/or health and welfare payments, the employee will be paid their regular compensation using their available accrued sick leave. Upon receipt of the aforementioned payments, the employee is required to endorse these payments over to the County. Upon receipt, employees will be credited the pro-rata portion of their sick leave for which they were compensated through time-loss or other disability payments. In the event an employee fails to timely endorse their time-loss payments over to the County, the overpayment will be withheld from accrued sick or vacation leave due to the employee in their next or last pay warrant. Should the employee have no leave from which to deduct the overpayment, the amount due will be withheld from any other compensation owed the employee; immediately reimbursed by the employee; or obtained through whatever legal means may be available to the County.

Employees may use their accrued vacation leave in the same manner as set forth above, but only after having first exhausted all of their personal accrued sick leave.

17.10 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 with 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.

17.11 Employees shall be allowed to convert forty-eight (48) hours of sick leave to eight (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 two hundred forty (240) hours annual leave in any given year. Said annual leave days, when converted, shall not be compensable upon employee's departure or retirement.

17.12 Employees, pursuant to Whitman County Policy may dedicate accrued sick leave into county wide sick leave bank whereby needy employees who have exhausted all accrued benefits might be helped in an emergency. Dedications shall be made voluntarily, anonymously, with a prohibition of one-on-one solicitation. Dedications shall be made at any time and may be directed to a particular employee in need.

ARTICLE 18 - ANNUAL LEAVE

18.1 For the first five (5) years of service each regular employee shall receive pro-rated annual leave, on a per pay period basis, equivalent to eight (8) hours of vacation for each calendar month of employment.

18.2 After five (5) years of service each regular employee shall receive pro-rated annual leave, on a per pay period basis, equivalent to ten (10) hours of vacation for each calendar month of employment.

18.3 After ten (10) years of service each regular employee shall receive pro-rated annual leave on a per pay period basis, equivalent to thirteen and thirty-six one hundredth (13.36) hours for each calendar month of employment.

18.4 After fifteen (15) years of service each regular employee shall receive pro-rated annual leave, on a per pay period basis, equivalent to sixteen and sixty-seven one hundredth (16.67) hours for each calendar month of employment.

18.5 After twenty (20) years of service each regular employee shall receive pro-rated annual leave, on a per pay period basis, equivalent to twenty (20) hours for each calendar month of employment.

18.6 A pay period of employment shall be defined and applied by the Employer as a specific period of time during which an employee is scheduled to and works without an unauthorized absence.

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

18.8 Vacation shall be approved by the Director and insofar as consistent with the efficient operation of the Road Department. Vacations are granted based on the first date of request for no more than 12 months in advance. Simultaneous requests for the same date will be determined by seniority. It is recognized that the months of year, historically April thru July can be the busiest for the crews, therefore, no employee, absent prior approval of the Employer, shall take more than ten (10) days' vacation during these months, except when necessary due to a family emergency for which sick leave is not available. Additionally, vacation time will be granted to no more than one (1) operator per shop between December 1st and March 15th of each year. However, if work load permits and at the discretion of the Public Works Director or their designee, additional employees may be granted vacation leave.

18.9 After termination of employment the employee shall receive unpaid salaries to the date of termination and shall be paid for accrued vacation up to the date of termination, not to exceed their individual allowed maximum accrual.

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. Consistent with Employer practice, employees may accumulate annual leave in excess of the allowed maximum during a calendar year, however, accrued annual leave which exceeds the allowed maximum at the end of each calendar year will be automatically forfeited without any required action on the part of either party.

If an employee's vacation is delayed at the request of the Employer so that the employee's accrued vacation hours exceed their allowed accrual, the amount in excess of their accrual may be carried over into the next calendar year. In all other cases, any accrual beyond that provided for above shall be immediately forfeited without action by either party.

18.10 Employees, except those who have not completed their probationary period, who are separated from service of the employer for any reason, prior to taking their vacation, shall be compensated for the unused vacation time accumulated at the time of separation up to the maximum allowable accruals. Upon the death of the employee their estate shall be paid for the total accrued annual leave.

18.11 Employees after three (3) months of probationary status may use accrued leave after the end of the pay period following ninety (90) days of employment.

ARTICLE 19 - MILITARY LEAVE AND JUDICIAL DUTY

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

19.2 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 the employee is required to be absent from work because of such jury duty or subpoena, less any amount paid for such jury duty appearance. Any such absence shall not be counted as sick leave or vacation. Provided, if an 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 for work.

ARTICLE 20 - HEALTH AND WELFARE

20.1 The Employer agrees to make available to all full and part-time employees, group health and welfare plans, including life insurance.

Effective January 1, 2024, and for the duration of this Agreement, the parties agree to use the Inland Empire Teamster's Composite Medical Plan, including supplemental coverage for Willamette and IETT Dental, Vision, standard Time Loss (Short Term Disability), Accidental Death

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and Dismemberment, Life Insurance, Teladoc or equivalent, Prescription coverage, for full time and part time employees for employees working more than eight (80) hours per month. Use of accrued paid leaves count as hours worked for the purposes of this section.

Premium Cost Share: The Employer will contribute 90% of the composite rate premium for the plan identified above for full-time and part-time employees over 0.5 budgeted FTE. Employees are responsible for 10% of the composite rate for the plan identified above. Payments will be through payroll deductions. *(Part time 0.5 budgeted FTE is 20 hours per week or equivalent part time per month)*

In the event a composite rate is no longer offered, and a tiered rate is offered, Article 20 will be reopened for bargaining. Bargaining will initiate within sixty (60) days of notice from the carrier.

20.6 The County shall continue its payment into the employee's retirement program as established by state law for all bargaining unit employees.

20.7 The County will provide an EAP (Employee Assistance Program), inclusive of life insurance (\$24,000), as provided by WCIF. Employees may voluntarily contribute to a Flex Spending Account, voluntary AD&D, voluntary life, Long Term Care as offered by WCIF.

ARTICLE 21 – SAFETY

21.1 A safety program shall be adopted by the County, after consultation with a safety committee composed of the Safety Officer, three (3) road supervisors and three (3) employees selected by the Steward. Employees shall comply with the safety program as adopted. The safety committee shall meet during working hours at least quarterly and shall make written recommendations relative to the safety program. Any members of the committee agreeing with the recommendations may make separate written recommendations. Any members of the committee disagreeing with these may also make separate written recommendations. The three (3) road supervisors shall make a complete written report to the safety committee at least once each six (6) months relative to the safety program. Failure of an employee to comply with the safety program recommended by the committee shall subject such employee to such disciplinary measures, including but not limited to discharge, as the Director deems appropriate.

21.2 Each employee is responsible for the upkeep and general maintenance of any equipment they may be assigned to, whether permanent or temporary, and it shall be the duty of the operator to anticipate, within reason, normal repairs and maintenance needed and report such to their foreman or supervisor on a form provided by the County.

21.3 The County agrees to maintain a safe workplace in accord with WISHA, OSHA or any other mandated state or federal safety standards. In the event of any bargaining unit employee reasonably believes that a working condition is unsafe they should immediately report the same to the Safety Officer, Public Works Director or designee, or the Human Resource Department.

Management shall promptly commence an investigation of the employee's concern(s) and respond in writing to the employee what the investigation revealed and what remedial action was or will be taken. allegations and respond in writing to the employee what the investigation revealed and what remedial action was taken.

21.4 Tool Policy: Whitman County Department of Public Works requires mechanics to furnish their own hand tools and to let other employees use them. Whitman County will replace or repair, at no expense of the mechanic, any tool lost, stolen, broken or destroyed in the line of duty. Hand tools will be replaced by purchasing agent with same kind if can be purchased locally. All guaranteed tools will be replaced by manufacturer.

Upon employment with Whitman County Department of Public Works, the mechanic shall furnish a complete inventory of all hand tools to the shop foreman and said inventory will be kept on file by the purchasing agent. Upon notice and arrangements for security have been confirmed by their supervisor, and in accord with County policy, employees shall be allowed to retrieve their personal property from the County shops when off shift. Condition of tools will be noted on inventory at time of employment. Any change in the inventory shall be given to the purchasing agent in writing.

All special tools will be furnished by Whitman County. All other Public Works employees will be covered by this policy when furnishing their own hand tools. Inventory will be filed with their immediate supervisor.

ARTICLE 22 - SAVINGS CLAUSE

22.1 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.

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

ARTICLE 23 – ENTIRE AGREEMENT

23.1 The terms hereof cover the entire Agreement between the parties, and all rights not specifically abridged or limited herein are reserved exclusively to the County, regardless of whether or not such rights have previously been exercised by the County. There shall be no verbal or written agreement between the County and the employees in violation of this Agreement. This Agreement contains all of the covenants, stipulations and provisions agreed upon and no representative of either party has authority to make, and none of the parties shall be bound by any past practices in conflict with the terms of this Agreement, statement, representation or agreement reached prior to the signing of this Agreement and not set forth herein.

23.2 The employment relationship between the County and bargaining unit employees is governed by this Agreement and the Whitman County Personnel Policies and Procedures Guide as it exists at the time of ratification of this Agreement. Unless covered by this Agreement the County Personnel Policies and Procedures apply. In the event of a conflict between the terms and conditions of this Agreement and terms and conditions of the County's Personnel and Procedures Guide, the Agreements terms shall apply.

ARTICLE 24 – DURATION OF AGREEMENT AND SUPPLEMENTS

24.1 This Agreement shall be effective from January 1, 2024 through December 31, 2026. This Agreement may be amended or supplemented in writing upon mutual agreement of the parties.

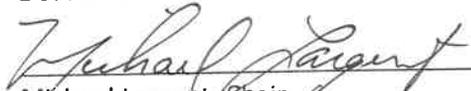
24.2 Negotiations for a successor to this Agreement shall begin within a reasonable period, but not less than ninety (90) days, prior to this Agreements expiration date.

24.3 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.

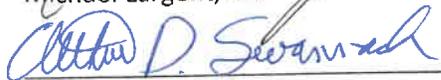
24.4 Supplemental Agreements may be completed through negotiations between the parties at any time during the life of the Agreement. Should either party desire to negotiate a matter of this kind it shall notify the other party in writing of its desire to negotiate. Supplemental Agreements thus completed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

DATED this 30th day of October, 2023.

**WHITMAN COUNTY
BOARD OF COUNTY COMMISSIONERS**



Michael Largent, Chair



Arthur Swannack, Commissioner

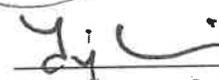


Tom Handy, Commissioner

TEAMSTERS UNION LOCAL 690



Larry Kroetch, Secretary-Treasurer



Taj Wilkerson, Business Representative

APPENDIX A -WAGES

**Whitman County Road Bargaining Unit
2024 Salary Ranges for Current Classifications**

	1	2	3	4	5	6	7	8
Clerical-Journey	\$20.16	\$20.57	\$20.98	\$21.40	\$21.83	\$22.26	\$22.71	\$23.16
Clerical-Entry	\$19.55	\$19.94	\$20.34	\$20.74	\$21.16	\$21.58	\$22.01	\$22.45
Financial Specialist II	\$24.58	\$25.07	\$25.57	\$26.08	\$26.60	\$27.14	\$27.68	\$28.23
Heavy Equipment Operator	\$24.58	\$25.07	\$25.57	\$26.08	\$26.61	\$27.14	\$27.68	\$28.23
Heavy Equipment Mechanic	\$26.57	\$27.10	\$27.64	\$28.19	\$28.76	\$29.33	\$29.92	\$30.52
Lead Parts Worker	\$26.57	\$27.10	\$27.64	\$28.19	\$28.76	\$29.33	\$29.92	\$30.52
Engineering Tech(3).-Entry	\$26.12	\$26.65	\$27.18	\$27.72	\$28.28	\$28.84	\$29.42	\$30.01
Engineering Tech(4).-Journey	\$28.74	\$29.31	\$29.90	\$30.49	\$31.10	\$31.73	\$32.36	\$33.01
Buyer/Purchasing Agent	\$24.58	\$25.07	\$25.57	\$26.08	\$26.61	\$27.14	\$27.68	\$28.23
Maintenance Worker - Entry	\$22.76	\$23.21	\$23.68	\$24.15	\$24.63	\$25.13	\$25.63	\$26.14
Maintenance Worker - Journey	\$23.67	\$24.14	\$24.62	\$25.11	\$25.62	\$26.13	\$26.65	\$27.18
GIS Specialist	\$32.17	\$32.81	\$33.47	\$34.14	\$34.82	\$35.52	\$36.23	\$36.95

**Whitman County Road Bargaining Unit
2025 Salary Ranges for Current Classifications**

	1	2	3	4	5	6	7	8
Clerical-Journey	\$ 20.97	\$ 21.39	\$ 21.82	\$ 22.25	\$ 22.70	\$ 23.15	\$ 23.62	\$ 24.09
Clerical-Entry	\$ 20.33	\$ 20.73	\$ 21.15	\$ 21.57	\$ 22.00	\$ 22.44	\$ 22.89	\$ 23.35
Financial Specialist II	\$ 25.56	\$ 26.07	\$ 26.59	\$ 27.12	\$ 27.67	\$ 28.22	\$ 28.78	\$ 29.36
Heavy Equipment Operator	\$ 25.56	\$ 26.07	\$ 26.60	\$ 27.13	\$ 27.67	\$ 28.22	\$ 28.79	\$ 29.36
Heavy Equipment Mechanic	\$ 27.63	\$ 28.18	\$ 28.75	\$ 29.32	\$ 29.91	\$ 30.51	\$ 31.12	\$ 31.74
Lead Parts Worker	\$ 27.63	\$ 28.18	\$ 28.75	\$ 29.32	\$ 29.91	\$ 30.51	\$ 31.12	\$ 31.74
Engineering Tech(3).-Entry	\$ 27.17	\$ 27.71	\$ 28.27	\$ 28.83	\$ 29.41	\$ 30.00	\$ 30.60	\$ 31.21
Engineering Tech(4).-Journey	\$ 29.88	\$ 30.48	\$ 31.09	\$ 31.71	\$ 32.35	\$ 33.00	\$ 33.65	\$ 34.33
Buyer/Purchasing Agent	\$ 25.56	\$ 26.07	\$ 26.60	\$ 27.13	\$ 27.67	\$ 28.22	\$ 28.79	\$ 29.36
Maintenance Worker - Entry	\$ 23.67	\$ 24.14	\$ 24.62	\$ 25.12	\$ 25.62	\$ 26.13	\$ 26.65	\$ 27.19
Maintenance Worker - Journey	\$ 24.61	\$ 25.10	\$ 25.61	\$ 26.12	\$ 26.64	\$ 27.17	\$ 27.72	\$ 28.27
GIS Specialist	\$ 33.46	\$ 34.12	\$ 34.81	\$ 35.50	\$ 36.21	\$ 36.94	\$ 37.68	\$ 38.43

**Whitman County Road Bargaining Unit
2026 Salary Ranges for Current Classifications**

	1	2	3	4	5	6	7	8
Clerical-Journey	\$ 21.60	\$ 22.03	\$ 22.47	\$ 22.92	\$ 23.38	\$ 23.85	\$ 24.32	\$ 24.81
Clerical-Entry	\$ 20.94	\$ 21.36	\$ 21.78	\$ 22.22	\$ 22.66	\$ 23.12	\$ 23.58	\$ 24.05
Financial Specialist II	\$ 26.33	\$ 26.85	\$ 27.39	\$ 27.94	\$ 28.50	\$ 29.07	\$ 29.65	\$ 30.24
Heavy Equipment Operator	\$ 26.33	\$ 26.86	\$ 27.39	\$ 27.94	\$ 28.50	\$ 29.07	\$ 29.65	\$ 30.24
Heavy Equipment Mechanic	\$ 28.46	\$ 29.03	\$ 29.61	\$ 30.20	\$ 30.80	\$ 31.42	\$ 32.05	\$ 32.69
Lead Parts Worker	\$ 28.46	\$ 29.03	\$ 29.61	\$ 30.20	\$ 30.80	\$ 31.42	\$ 32.05	\$ 32.69
Engineering Tech(3)-Entry	\$ 27.98	\$ 28.54	\$ 29.11	\$ 29.70	\$ 30.29	\$ 30.90	\$ 31.51	\$ 32.15
Engineering Tech(4)-Journey	\$ 30.78	\$ 31.40	\$ 32.02	\$ 32.67	\$ 33.32	\$ 33.98	\$ 34.66	\$ 35.36
Buyer/Purchasing Agent	\$ 26.33	\$ 26.86	\$ 27.39	\$ 27.94	\$ 28.50	\$ 29.07	\$ 29.65	\$ 30.24
Maintenance Worker - Entry	\$ 24.38	\$ 24.87	\$ 25.36	\$ 25.87	\$ 26.39	\$ 26.91	\$ 27.45	\$ 28.00
Maintenance Worker - Journey	\$ 25.35	\$ 25.86	\$ 26.37	\$ 26.90	\$ 27.44	\$ 27.99	\$ 28.55	\$ 29.12
GIS Specialist	\$ 34.46	\$ 35.15	\$ 35.85	\$ 36.57	\$ 37.30	\$ 38.05	\$ 38.81	\$ 39.58