

Memorandum of Understanding

The Teamsters Union, Local 252 representing the Lewis County Operations Sergeants ("Union") and the County of Lewis ("County") (collectively the "Parties") negotiated in good faith a Collective Bargaining Agreement covering the period between January 1, 2022, to December 31, 2025 (the "CBA").

The CBA was one of the first that the County negotiated for the 2022-2025 period; and subsequent labor groups with which the County negotiated agreements for the 2022-2025 period negotiated a two percent (2%) increase in base compensation, effective September 1, 2022. This increase in base compensation that was negotiated by the other groups would be preferred by the Union, and as such, the County would prefer to have the members of the Union pay the full employee portion of the Washington Paid Family Medical Leave payroll tax, as is done with other labor groups across the County.

Hence, the Parties wish to amend the CBA to reflect (i) the aforementioned increase in base compensation as reflected in Attachment A and (ii) the employees paying their own share of the Washington Paid Family Medical Leave payroll tax for the September 2022 - December 2025 contract term. Now therefore, the Parties agree as follows:

1. Appendix B of the CBA is hereby amended to reflect a two percent (2%) increase in base compensation for all employees within the bargaining group, effective September 1, 2022.

2. It is further agreed that all employees within the bargaining group shall pay the statutory employee portion of the Washington Paid Family Medical Leave payroll tax, effective September 1, 2022.

Dated this 15th day of August, 2022

TEAMSTERS UNION, LOCAL 252



By: Brian Blaisdell
Title: Secretary-Treasurer

LEWIS COUNTY



By: Daleyn Coleman
Title: Interim Director of Human Resources

ATTACHMENT A

16. APPENDIX B – SALARY SCHEDULES

For the purpose of this agreement, the Detective Sergeant will receive one hundred and five percent (105%) of Patrol Sergeant. As a reference only, Lieutenants will receive one hundred nine percent (109%) of the Patrol Sergeant.

16.1. 2022 Salary Schedule for Detective Sergeant and Sergeants

Represents a five percent (5%) (3%+2%-insurance switch bonus) wage adjustment increase over 2021 wages for Detective Sergeant and Sergeants, effective January 1, 2022.

Classifications	
Detective Sergeant	\$8,287
Sergeant	\$7,892

16.1.1 September 2022 Salary Schedule for Detective Sergeant and Sergeants

Represents a two percent (2%) wage adjustment increase over 2022 wages for Detective Sergeant and Sergeants, effective September 1, 2022.

Classifications	
Detective Sergeant	\$8,452
Sergeant	\$8,050

16.2. 2023 Salary Schedule for Detective Sergeant and Sergeants

Represents a four percent (4%) (3%+1% insurance switch bonus) wage adjustment increase over 2022 wages for Detective Sergeant and Sergeants, effective January 1, 2023.

Classifications	
Detective Sergeant	\$8,790
Sergeant	\$8,372

16.3. 2024 Salary Schedule for Detective Sergeant and Sergeants

Represents a four percent (4%) wage adjustment increase over 2023 wages for Detective Sergeant and Sergeants, effective January 1, 2024.

Classifications	
Detective Sergeant	\$9,142
Sergeant	\$8,706

16.4. 2025 Salary Schedule for Detective Sergeant and Sergeants

Represents a three percent (3%) wage adjustment increase over 2024 wages over Detective Sergeant and Sergeants, effective January 1, 2025.

Classifications	
Detective Sergeant	\$9,416
Sergeant	\$8,968