

ORIGINAL

WORKING AGREEMENT
Wage and one Non-Economic Re-Opener

by and between

GRANT COUNTY

and

TEAMSTERS LOCAL UNION NO. 760

TEAMSTERS, FOOD PROCESSING EMPLOYEES, PUBLIC EMPLOYEES,
WAREHOUSEMEN AND HELPERS

Grant Integrated Services, Initial Services

2015

Article 11.1 of the current collectively bargained agreement states that "there will be wage and one (1) non-economic item reopener for 2014 and 2015." This agreement will conclude this process for 2015.

- 1) A 2.5% COLA increase applied to all wage scales. A standard calculation process will be applied to existing wage scales calculated from the hourly rate of Step 1.
 - a) A standard spread between steps will be applied to wage scales
 - i) Step 1 to 2 = 3.0%
 - ii) Step 2 to 3 = 2.9%
 - iii) Step 3 to 4 = 2.8%
 - iv) Step 4 to 5 = 2.7%
 - v) Step 5 to 6 = 2.6%
 - vi) Step 6 to 7 = 2.5%
 - b) A standard calculation of comp rates will be applied to wage scales
 - i) Annual Rate = Hourly Rate x 2080
 - ii) Monthly Rate = Annual Rate / 12
 - iii) Pay Period Rate = Annual Rate / 26
- 2) Step increases will be unfrozen for 2015. Step increases are effective on the first day of the pay period following the anniversary of the position date.

- 3) A monthly stipend of \$150 will be paid to each employee (\$69.23 paid each pay period), through 12/31/15. This is a one-time, non-reoccurring agreement. This payment will cease if the Federal funding is reduced during the year.
- 4) Retroactive payment will be made of all financial payments back to 01/01/15. In order to be eligible for retroactive payment, an employee must be in active employee status with Grant County as of the date of the unit vote.
- 5) Addition of a 2% bi-lingual stipend paid to employees holding positions identified and staffed as bi-lingual (Spanish, Cambodian, Chinese, Korean, Laotian, Russian, Somali, or Vietnamese). Employees holding these positions must show evidence of DSHS or Court interpreter certification.
- 6) Update to Article 11.7(c) to reflect \$225 for the overnight shift and \$360 for the Saturday or Sunday shift.

11.7 Overtime exempt on call stipends:

- a. On call stipend means a fee paid to individuals in addition to the salary for employment.
 - b. Overtime exempt bargaining unit employees who trade shifts are not entitled to any stipend.
 - c. Overtime exempt employees who are assigned by the supervisor to cover an unscheduled on call shift change or who agree to cover multiple day on call shift changes will receive an on call stipend in the amount of \$225 for an overnight shift (15 hours) or \$360 for a Saturday or Sunday (24-hour) shift.
 - d. Overtime exempt employees who work an on-call shift for a County designated holiday will receive eight hours regular salary plus 8 hours Holiday Pay.
- 7) The parties agree to the elimination of the "Crisis Response Special Administration of Time Off" policy.

This agreement shall be effective as of the 1st day of January, 2015, except as otherwise indicated and will remain in full force and effect until December 31, 2015. Negotiations may be requested by either party to this Agreement ninety (90) days before the expiration date.

DATED this 13th day of July, 2015

BOARD OF GRANT COUNTY
COMMISSIONERS

By: Richard Stevens
Richard Stevens, Chairperson

By: Cindy Carter
Cindy Carter, Vice-Chairperson

By: Carolann Swartz
Carolann Swartz, Commissioner

GRANT INTEGRATED SERVICES

By: LeRoy Allison
LeRoy Allison
Grant Integrated Services
Executive Director

TEAMSTERS LOCAL UNION No. 760

By: Leonard Crouch
Leonard Crouch, 6/25/15
Secretary/Treasurer

ADDENDUM A

Salary Schedule
2015

POSITION	BAND		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Crisis Intervention Specialist	11	<i>Hourly</i>	\$22.9359	\$23.6240	\$24.3091	\$24.9897	\$25.6644	\$26.3317	\$26.9900
		<i>Pay Period</i>	\$1,834.8720	\$1,889.9182	\$1,944.7258	\$1,999.1781	\$2,053.1559	\$2,106.5380	\$2,159.2014
		<i>Monthly</i>	\$3,975.5560	\$4,094.8227	\$4,213.5725	\$4,331.5526	\$4,448.5045	\$4,564.1656	\$4,678.2697
		<i>Annually</i>	\$47,706.6720	\$49,137.8722	\$50,562.8705	\$51,978.6308	\$53,382.0539	\$54,769.9873	\$56,139.2369
Initial Services Specialist	13	<i>Hourly</i>	\$25.4514	\$26.2149	\$26.9752	\$27.7305	\$28.4792	\$29.2197	\$29.9502
		<i>Pay Period</i>	\$2,036.1120	\$2,097.1954	\$2,158.0140	\$2,218.4384	\$2,278.3363	\$2,337.5730	\$2,396.0123
		<i>Monthly</i>	\$4,411.5760	\$4,543.9233	\$4,675.6971	\$4,806.6166	\$4,936.3952	\$5,064.7415	\$5,191.3600
		<i>Annually</i>	\$52,938.9120	\$54,527.0794	\$56,108.3647	\$57,679.3989	\$59,236.7426	\$60,776.8980	\$62,296.3204
Crisis Services Specialist	13	<i>Hourly</i>	\$25.4514	\$26.2149	\$26.9752	\$27.7305	\$28.4792	\$29.2197	\$29.9502
		<i>Pay Period</i>	\$2,036.1120	\$2,097.1954	\$2,158.0140	\$2,218.4384	\$2,278.3363	\$2,337.5730	\$2,396.0123
		<i>Monthly</i>	\$4,411.5760	\$4,543.9233	\$4,675.6971	\$4,806.6166	\$4,936.3952	\$5,064.7415	\$5,191.3600
		<i>Annually</i>	\$52,938.9120	\$54,527.0794	\$56,108.3647	\$57,679.3989	\$59,236.7426	\$60,776.8980	\$62,296.3204
Crisis Response Specialist	14	<i>Hourly</i>	\$29.1549	\$30.0295	\$30.9004	\$31.7656	\$32.6233	\$33.4715	\$34.3083
		<i>Pay Period</i>	\$2,332.3920	\$2,402.3638	\$2,472.0323	\$2,541.2492	\$2,609.8629	\$2,677.7194	\$2,744.6624
		<i>Monthly</i>	\$5,053.5160	\$5,205.1215	\$5,356.0700	\$5,506.0400	\$5,654.7030	\$5,801.7253	\$5,946.7685
		<i>Annually</i>	\$60,642.1920	\$62,461.4578	\$64,272.8400	\$66,072.4796	\$67,856.4365	\$69,620.7039	\$71,361.2214