

# **MEMORANDUM OF UNDERSTANDING**

BETWEEN

**THE SKAMANIA COUNTY LAW ENFORCEMENT GUILD**

and

**THE SKAMANIA COUNTY SHERIFF'S OFFICE**

and

**SKAMANIA COUNTY**

**Re: Successor Agreement to be effective  
January 1, 2013, to December 31, 2016**

The Parties agree that all terms and conditions of the current Collective Bargaining Agreement in effect at this time shall remain the same, except for the following changes:

## **Article 5, Overtime**

There shall be no language change, but the Sheriff's Office will work with the prosecutors office to have service be in a more timely manner;

## **Article 7, Vacations**

Regarding vacation bids, the bids will be in by 12/1, and the requests made by 12/21, and the schedule will be done and posted by 1/31. To further facilitate this schedule, shift bidding will start 11/1 or earlier, and will be finished by 12/1 and posted;

## **Article 7, Vacations.**

In Article 7.3, there will be an accrual cap of 380 hours, and employees who are over that cap will have one year to bring their total under the cap;

## **Article 7, Vacations:**

Add the following language to Article 7.4;

“ The parties recognize and agree that regularly scheduled days off, which are consecutive with vacation days, are not subject to schedule change except in the event of an emergency as defined in section 4.8.”

**Article 8, Sick Leave;**

In Article 8.4, the buy out for sick leave shall be increased to 1000 hours;

**Article 18, Clothing Allowance**

Instead of a uniform allowance for non-detectives, there will be a "repair and replace" system. Detectives will still receive the uniform allowance.

**Article 21, Grievance Procedure;**

All non-disciplinary grievances will commence at the Sheriff's level, Step 2;

**Article 23, Discipline/Discharge**

Language will be added to Article 23.8.6 that the County will notify any Guild member before there is any media release identifying the member;

**Article 26, Termination and Renewal;**

The contract shall be effective for 4 years, from January 1, 2013 to December 31, 2016, except that there shall be a re-opener between June 30, 2014 and December 1, 2014, for wages only (Article 17 and Appendix A), regarding the last 2 years of the contract, 2015 and 2016;

**Appendix A, Longevity Pay**

The lowest level of longevity pay will be 5 years instead of 7 years, and all increments in the Longevity pay scale will be increased by \$100.00;

**Appendix B, Vacation Accrual Schedule**

Employees with 0-5 years of service, as well as employees with up to eight (8) years of service, will receive 10.0 hours per month of vacation time.

**Appendix C**

The term "reserve coordinator" will be changed to "volunteer coordinator" in the contract.

BY James Richardson  
James Richardson, County Commissioner

BY Garique Clifford  
Garique Clifford, President

BY Paul Pearce  
Paul Pearce, County Commissioner

BY Steve Minnis  
Steve Minnis, Vice President

BY Bob Anderson  
Bob Anderson, County Commissioner

BY \_\_\_\_\_

BY David Brown  
David Brown, Sheriff

BY \_\_\_\_\_

Date October 9, 2012

Date \_\_\_\_\_

ATTEST

Danella Johnson

Clerk of the Board

