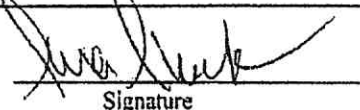


COMMISSIONER'S AGENDA ITEM COMMENTARY

<u>SUBMITTED BY</u>	Human Resources Department	 Signature
<u>AGENDA DATE</u>	March 25, 2025	
<u>SUBJECT</u>	<u>Approval of Memorandum of Understanding (MOU) between Skamania County and Skamania County Law Enforcement Guild Union.</u>	
<u>ACTION REQUESTED</u>	<u>The Board of Skamania County is requested to review, consider, and approve the Memorandum of Understanding (MOU) between Skamania County and the Guild regarding modifications to the Shift Incentive Policy (Section 3.11) for Sergeants in both patrol and corrections divisions.</u>	

SUMMARY/BACKGROUND

This agenda item presents a Memorandum of Understanding (MOU) between Skamania County and the Guild to modify the existing Shift Incentive Policy (Section 3.11) for Sergeants in both patrol and corrections divisions. The MOU addresses the unique needs of these employees by introducing a "flex incentive" for those required to adjust their schedules to meet county needs. The Board's approval of the MOU will foster a fair working environment, support employee well-being, and maintain the County's commitment to public safety.

FISCAL IMPACT

No additional fiscal impact on the 2025 budget, as the 3% shift incentive for Sergeants was already budgeted for.

RECOMMENDATION

The Human Resources administration recommends that the Skamania County Board of Commissioners approve the Memorandum of Understanding (MOU) between Skamania County and the Skamania County Law Enforcement Guild Union regarding modifications to the Shift Incentive Policy (Section 3.11) for Sergeants in both patrol and corrections divisions.

This MOU addresses the specific needs of these employees and ensures fair compensation for those who are required to adjust their schedules to meet county needs

LIST ATTACHMENTS

MOU-Updated language
Current Guild 3.11 Section

Memorandum of Understanding

This Memorandum of Understanding (MOU) is made and entered into by and between Skamania County (County) and the Skamania County Law Enforcement Guild (Union) regarding modification to the Shift Incentive Policy (Section 3.11) of the Collective Bargaining Agreement (CBA), as it relates to Sergeants for the calendar year 2025.

Whereas, the County and the Union recognize the need to continue to pay Sergeants the Shift Incentive in 2025, as a full-time premium, to address the unique requirements of that job classifications and to ensure fair compensation for those affected; and

Whereas, the parties have agreed to the following for the year 2025.


NOW THEREFORE, the parties hereby agree as follows:

1. The County shall pay Sergeants a shift incentive of three (3%) percent, full-time, for the calendar year 2025:
2. For calendar year 2025, Sergeants in both patrol and corrections divisions, shall be paid an additional 3% of their base salary as a "flex incentive."
3. For the calendar year 2025, Sergeants shall receive the three (3%) percent shift differential incentive under this MOU, in lieu of receiving any shift incentive under Article 3 of the CBA. Sergeants shall receive this incentive regardless of the shift they are assigned, and regardless of the shift they actually work. No additional shift incentive shall be paid to Sergeants who work a night shift.
4. The parties agree to engage in further discussions and negotiations regarding potential changes to the Shift Incentive Policy, including but not limited to the elimination of the flex incentive, in advance of the 2026 calendar year.
5. Except as specifically modified by this MOU, all other terms and conditions of the Collective Bargaining Agreement (CBA) between the County and the Union shall remain in full force and effect.
6. This MOU constitutes the entire understanding between the parties with respect to the subject matter hereof and may not be modified except by a subsequent written agreement executed by both parties.

IN WITNESS WHEREOF, the parties have executed this MOU on this 25th day of March, 2025.

SKAMANIA COUNTY, WASHINGTON

SKAMANIA COUNTY LAW ENFORCEMENT GUILD



County Commissioner



President




County Commissioner



Vice President



County Commissioner



Sheriff

Date 5/1/2025

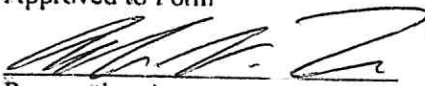
Date 5/1/2025

ATTEST

Approved to Form



Clerk of the Board



Prosecuting Attorney

Aye 3
Nay 0
Abstain 0
Absent 0