

COLLECTIVE BARGAINING AGREEMENT

By and Between
CHELAN COUNTY COMMISSIONERS
And the
CHELAN COUNTY SHERIFF



**THE CHELAN COUNTY SHERIFF'S OFFICE ADMIN
GROUP**

Representing the
**ADMINISTRATIVE GROUP OF THE
CHELAN COUNTY SHERIFFS OFFICE**

January 1, 2026 - December 31, 2030

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PREAMBLE

These articles constitute an Agreement between the Board of County Commissioners and the Sheriff of Chelan County, hereinafter referred to as the County or Employer, and the Chelan County Sheriff's Office Admin Group, hereinafter referred to as the Group, governing wages, hours and working conditions for members of the Chelan County Sheriff's Office Administration Group covered under this bargaining agreement.

ARTICLE 1 – RECOGNITION

- 1.1 The County agrees to recognize Chelan County Sheriff's Office Admin Group as the sole and exclusive bargaining agent for wages, hours and working conditions for all full time and regular part-time employees of the Chelan County Sheriff's Office in the civil service exempt Chief of Special Operations and Chief of Patrol job classes, excluding confidential employees, nonsupervisory law enforcement officers, nonuniformed employees, and all other employees as certified by PERC in decision 14012-A (PECB, 2025).

ARTICLE 2 – MANAGEMENT

- 2.1 Subject to the express terms and conditions of the Agreement, all of management's inherent rights, powers, authority and functions shall remain vested exclusively in the County. It is expressly recognized that such rights, power, authority and functions include, but are not limited to, the full and exclusive entrepreneurial control, management and operation of the Sheriff's Office Affairs; the determination of the scope of its activities, the business to be transacted, the work to be performed and the methods pertaining thereto; the equipment to be utilized, the process and procedures; the right to maintain order, efficiency and effectiveness, and standards of performance; the right to fix standards of quality and quantity of work, and the right to control the scheduling of all work; the right to determine the number of employees and the direction of the working forces; the right to hire, select, train, assign, promote, and transfer its employees and the right to discipline, demote and discharge employees.
- 2.2 All management rights, powers, authority and functions, whether heretofore or hereafter exercised, shall remain vested exclusively in the County, except insofar as expressly and specifically surrendered or limited by the express provisions of this Agreement. In matters not covered expressly and specifically by language within this Agreement, the County shall have the clear right to make decisions as the need arises. This shall include, but not be limited to, the right of the County to make rules and regulations in order to maintain operating efficiency. All rights not specifically abridged or limited by this Agreement are reserved exclusively to the Employer, regardless of whether or not such rights have previously been exercised by the Employer.

- 2.3. The Group does not surrender any right to Management based on any claimed or assumed management right nor does the Group waive any right to require the County to bargain over any mandatory subject of bargaining or waive any other right granted or permitted under RCW 41.56.

ARTICLE 3 - DUES DEDUCTION

- 3.1 Group Membership. Employees covered by this Agreement may, following the beginning of such employment join the Group.
- 3.2 The Group agrees to represent all employees within the bargaining unit without regard to Group membership. The Group shall provide the Employer with thirty (30) calendar days' notice of any change in the dues structure and/or the initiation fee structure.
- 3.3 When the Employer hires a new employee recognized as a position covered in the bargaining unit, the employer shall within twenty-one (21) calendar days of employment notify the Group in writing, giving the name, date of birth, hire or promotion date, address and classification of the employee hired or promoted to an exempt position covered under this Agreement.
- 3.4 The County shall provide the Group access to new employees of the bargaining unit per the laws of the State of Washington.
- 3.5 Upon written authorization from an employee within the bargaining unit the Employer shall deduct from the wages of that employee the sum certified as the assessment and monthly dues of the Group and shall forward such sums to the Group along with an alphabetized list showing the names and amounts deducted from each employee. Such deduction may be made only if the accrued earnings of the employee are sufficient to cover said deduction after all other authorized payroll deductions, either required or order by law, for the employee have been made. Should an employee not have monies due them or the amount of such monies is not sufficient to satisfy the assessments, no deduction shall be made for that month for that employee.
- 3.6 An employee may cancel payroll deduction for dues by written notice to the Employer and the Group. The cancellation will become effective on the second payroll after receipt of the notice.
- 3.7 The Group shall indemnify, defend and hold the Employer, its officials, representatives and agents harmless from and against any claims, lawsuits and actions made or instituted against the Employer, its officials, representatives or agents for good faith efforts to comply with this article, including any lawsuits or actions naming the Employer, its officials, representatives or agents as a party, resulting from any "check-off" of dues for the Group. The Group shall refund to the Employer any amounts paid to it in error on account of the "check-off"

provision upon presentation of proper evidence thereof.

- 3.8 If the Group membership falls below 2 dues paying members; the bargaining unit and this contract shall be considered null and void after 60 days. Provided, however, that the County and the remaining Group member shall consult in good faith for an extension of this deadline in the event the loss of membership is due to a member no longer being employed as a chief, and the Sheriff expresses an intent to fill the open chief position.

ARTICLE 4 – UNION ACTIVITIES

- 4.1 The Group shall be permitted to post notices regarding Group business in a convenient place outside of normal public view in the Sheriff's Office within each functional division or detachment, as mutually agreed between the Sheriff and the Group.
- 4.2 The Group shall be permitted to use County facilities for Regular and Special Meetings, providing these meetings do not conflict with official County business.
- 4.3 The County recognizes that at times a duly authorized representative of the Group may access the workplace to investigate potential violations of this agreement, grievances, working conditions and to meet with members provided that the business representative does not interfere with the work being conducted by the employees. The authorized representatives shall be subject to the general rules of the employer pertaining to accessible areas, which shall include all state and federal rules and/or regulations that limit access to specific employees or individuals.
- 4.4 The County recognizes that the Group may appoint up to two (2) employees as representatives to assist the Group Business Agent and have to use on-duty time for the purpose of adjusting complaints or ascertaining whether the conditions of this Agreement are being complied with by both parties. In such cases the steward shall request use of such time from the Sheriff or their representative. Failure to request such use may result in withdrawal of this privilege. Permission to use such time shall not be unreasonably denied.
- 4.5 It is further understood that on-duty time may be used, by mutual agreement, for bargaining and contract enforcement. The County shall allow one member to attend negotiating meetings with the County's representatives, without loss of pay, relative to pursuing contract renewal and negotiations.

ARTICLE 5 - HOURS OF WORK AND OVERTIME

- 5.1 Workweek and Work Period. Employees covered under this Agreement shall have their work week and work period assigned by the Sheriff or the Sheriff's

designee. The employees' work week or work period may be modified at any time in the sole discretion of the Sheriff.

- 5.2 Schedule Changes. Changes in schedules will be communicated to affected employees with as much advance notice as possible and changes will not be made arbitrarily, or in bad faith.
- 5.3 Overtime. The Sheriff may assign work to be performed in excess of the employee's regularly scheduled work week or work period. Employees covered under this agreement are not entitled to overtime pay for any work in excess of their scheduled work week or work period.
- 5.5 Compensatory Time Off. Employees covered under this agreement are not entitled to compensatory time off for work performed in excess of the scheduled work week or work period.

ARTICLE 6 – HOLIDAYS

- 6.1 The following days shall be recognized and observed as paid holidays:

Floating Holiday	Employee request
New Year's	January 1
Martin Luther King's Birthday	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19th
Independence Day	July 4
Labor Day	First Monday in September
Veterans Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day After Thanksgiving	Fourth Friday in November
Christmas Day	December 25

- 6.2 An employee may take a floating holiday at such time as is mutually agreeable to the employee and the Sheriff or his/her designee.
- 6.4 Should any additional perpetual federal holiday be declared, that holiday will be added to the above schedule.

ARTICLE 7 - UNIFORMS, CLOTHING ALLOWANCE AND EQUIPMENT

- 7.1 All employees covered under this Agreement shall be furnished initial basic uniforms and individual equipment as required by the Sheriff, and which are specified in Attachment "A". Replacement uniforms, uniform cleaning and equipment shall be paid for by the Employer. Uniform cleaning shall only be allowed at a local facility, approved by the Sheriff or his/her designee, except clothing designated as "do not dry clean" will not be dry cleaned. Replacements will be furnished through the Quartermaster Supply System or by individual purchases with prior approval or authorization which shall not be unreasonably denied. The County will repair or replace boots and shoes as needed, and a request will not be unreasonably denied. Employees shall receive an eight hundred dollar (\$800) annual clothing allowance in February. New hires will be given a prorated allowance their first paycheck.
- 7.2 Employees shall, as authorized by the Sheriff, receive reasonable reimbursement for damaged teeth or dentures, clothing, uniform cleaning, broken glasses or damaged or stolen personal property when he/she becomes involved in an unusual incident or incidents while on duty and which are not caused by the employee's negligence.
- 7.3 Property, as required by the Sheriff and agreed to by the Board of Commissioners for the purpose of this section, will be replaced by the Employer if stolen. A current individual inventory of such property shall be on file with the Sheriff and Board of Commissioners prior to the loss. Reimbursement amounts shall be determined by the Sheriff and Board of Commissioners, subject to the grievance procedure.

ARTICLE 8 - GRIEVANCES AND ARBITRATION

- 8.1 A grievance is defined as a dispute involving the interpretation, application or alleged violation of any provision of this Agreement.
- 8.2 In the processing, disposition and/or settlement of any grievance, the Group shall be the exclusive representative of the employee(s). Prior to the submission of the grievance to Step 2, the Group or employee shall elect either the grievance procedure or the Chelan County Civil Service Commission as the remedy of choice. Once decided, the Group or employee shall submit the grievance through the elected procedure and, once the grievance has been initiated in the elected procedure, there shall be no other recourse for the resolution of that grievance.
- 8.3 A grievance settled under any step hereof shall be binding on both parties and the employee(s).
- 8.4 Any grievance shall be resolved in the following manner:

Step 1: The Sheriff or his/her designee and Group, on behalf of the aggrieved employee, or the employee shall notify the other of the nature of the grievance within fourteen (14) calendar days of the aggrieved party's first knowledge of the occurrence which gave rise to the grievance. The Group or the employee shall notify the Sheriff, the Undersheriff, or the Sheriff's designee by electronic mail or personal service. The County shall notify the President and attorney of the Group. The two representatives or the employee shall attempt to settle the matter. The representative receiving the grievance shall respond in writing within fourteen (14) calendar days of receipt of the grievance.

Step 2: If the grievance is not settled in Step 1, it shall be submitted in writing within fourteen (14) calendar days after the Step 1 decision to the Board of County Commissioners and to the Sheriff and to the President and attorney of the Group, and they or their representatives shall meet within fourteen (14) calendar days of their receipt of the grievance to decide whether they can settle the grievance. This decision shall be in writing. The result from Step 2 shall be final for grievances pursued by individuals without the assistance of the Group. The right to proceed to arbitration pursuant to Step 3 does not apply to such individual grievances.

Step 3: If the grievance is not settled in Step 2, a demand for arbitration will be submitted by either the Commission, the Sheriff, or the Group within fourteen (14) calendar days of receipt of the Step 2 decision or the Step 1 decision if Step 2 is not utilized.

1. For all cases involving a disciplinary matter, RCW A 41.58.070 shall apply to the arbitration proceedings and supersede the provisions of this agreement.
2. Upon demand for arbitration in non-disciplinary cases, both parties shall immediately petition the Washington State Public Employment Relations Commission (PERC), for the names of seven (7) arbitrators, and within five (5) working days from receipt of such list of names, the two parties shall select one name on the list by alternately striking a name until one remains. The first strike shall be determined by lot. This process for selecting an arbitrator need not be followed if both parties agree on any person as impartial arbitrator.
3. The grievance shall then be presented before an arbitrator who shall hear both parties as soon as practicable on the disputed matter and shall render a decision within thirty (30) calendar days of the conclusion of the hearing.
4. The decision of the arbitrator shall be final and binding upon the

parties to the grievance provided the decision does not involve action by the Employer which is beyond its jurisdiction, nor shall the decision have the authority to amend, alter or modify this Agreement, and its terms shall be limited to the interpretation and application of this Agreement.

5. Any grievance submitted to arbitration may be settled by the parties prior to the arbitration hearing or decision or withdrawn from the arbitration process by the parties submitting the grievance to the Step 3 procedure. Where a grievance is presented to an arbitrator and is not settled or withdrawn prior to the arbitrator's decision and/or award, such decision and/or award shall be final and binding on both parties and employee(s).
 6. Charges submitted by the arbitrator shall be equally borne by the County and the Group.
- 8.5 Any of the time periods specified in this procedure may be extended by mutual agreement between the parties.
- 8.6 Nothing herein shall be construed as a limitation on the right of an individual employee to pursue a complaint or grievance through the management chain of command (i.e., Undersheriff and then the Sheriff) without the intervention of the Group, provided that any result shall be consistent with the terms of this collective bargaining agreement, and further provided, consistent with RCW 41.56, that the Group has the right to have a representative present at any initial meeting called for the resolution of such grievance.

ARTICLE 9 – INSURANCE

- 9.1 The County shall provide insurance coverage for employees under this Agreement consistent with the insurance covering Commissioned Supervisors of the Chelan County Sheriff's Office under Article 10.1 through Article 10.5 of the January 1, 2026 – December 31, 2028 CBA.

ARTICLE 10 - ANNUAL LEAVE

- 10.1 Annual leave shall be as set forth in the Chelan County Handbook.
- 10.2 It is understood that the prior service of County employees who transfer to the Chelan County Sheriff's Office shall be used for the purpose of vacation accrual.

ARTICLE 11 - SICK LEAVE

11.1 Sick leave shall be as set forth in the Chelan County Handbook.

ARTICLE 12 – WAGES

12.1 Wages: Employees covered by this Agreement shall receive wages increases as follows:

- Prior to 3-1-2026, Employees received ten percent (10%) above top step sergeant.
- Effective 3-1-2026 employees shall maintain thirteen percent (13%) above top step sergeant.

ARTICLE 13 – REDUCTIONS IN RANK

13.1 Employees covered under this Agreement are civil service exempt employees under Chelan County Civil Service Commission Civil Service Rules, rule 6.04. As such, employees covered under this agreement may be reduced in rank by the Sheriff at any time for any reason, and the Sheriff is not required to provide any basis for reduction in rank. Employees previously covered under Chelan County Civil Service that are reduced in rank are entitled to be reinstated to his or her regular position or a like position at the conclusion of such exempt appointment pursuant to Civil Service rule 6.05.

ARTICLE 14 - JURY DUTY

14.1 Any necessary leave may be allowed by the Employer to permit an employee to serve as a member of a jury, or as a subpoenaed witness in a litigation or prosecution which does not result from the employee's own actions. The Employer will pay the difference between the court-awarded pay and the employee's regular pay for the leave so granted.

ARTICLE 15 - CHELAN COUNTY SHERIFF'S OFFICE POLICY AND PROCEDURE MANUAL

15.1. Changes to the policy and procedure manual will be bargained in accordance with RCW41.56

ARTICLE 16- SAVINGS CLAUSE

- 16.1 Should any part or provision in this Agreement be declared invalid by reason of any existing or future legislation or by any lawful court decree, such invalidation shall not invalidate the remaining portions hereof.

ARTICLE 17 - NONDISCRIMINATION

- 17.1 Neither the Employer nor the Group, in carrying out their obligations under this contract, shall discriminate in any manner whatsoever against any employee in the administration or application of the terms of this Agreement because of age, sex, marital status, sexual orientation, gender identity and expression, race, creed, color, national origin, honorably discharged veteran or military status, or the presence of any sensory, mental, or physical disability or the use of a trained guide dog or service animal by a person with a disability.

ARTICLE 18 - SUPPLEMENTAL AGREEMENT

- 18.1 This Agreement may be amended, provided both parties concur. Supplemental agreements must be completed through negotiations between the parties which can occur at any time during the life of this Agreement, provided both parties concur. Notification of a desire to negotiate shall be in writing which must specify the section of this Agreement that the requesting party wishes to renegotiate. The negotiations are then limited to those specified sections of this Agreement. Supplemental agreements thus completed will be signed by the proper County and Group officials.

ARTICLE 19 - ENTIRE AGREEMENT

- 19.1 The terms hereof cover the entire Agreement between the parties. There shall be no verbal or written agreement between the employer 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 statement, representation or agreement reached prior to the signing of this Agreement and not set forth herein.

ARTICLE 20 - TERMINATION

20.1 The general terms of this Agreement shall be effective upon signing. This Agreement shall remain in full force and effect until the 31st day of December, 2030.

APPROVED this 18 day of May, 2026.

FOR THE GROUP:

Paige Chrz

Paige Chrz (May 19, 2026 08:55:16 PDT)

Group Representative

FOR CHELAN COUNTY:

Mike Morrison

Mike Morrison (May 19, 2026 09:24:18 PDT)

Mike Morrison, Sheriff

BOARD OF COMMISSIONERS

Anabel Torres

Anabel Torres (May 19, 2026 09:42:33 PDT)

Attest: Anabel Torres
Clerk of the Board

Shon Smith

Shon Smith (May 19, 2026 09:03:28 PDT)

SHON SMITH, Commissioner

Kevin Overbay

Kevin Overbay (May 19, 2026 09:12:28 PDT)

KEVIN OVERBAY, Commissioner

Brad Hawkins

Brad Hawkins (May 19, 2026 09:35:03 PDT)

BRAD HAWKINS, Commissioner

APPENDIX A

UNIFORM INITIAL ISSUE

- 1B.1 All Appointed Chiefs shall have the following articles of uniform apparel and equipment. All uniform items will be approved and ordered through the uniform Quarter Master system.

Items furnished by CCSO for initial issue:

1. Class A Uniform

- 1 long sleeve uniform shirt
- 1 short sleeve uniform shirt
- 1 uniform pant
- 1 black uniform necktie
- Collar brass
- 1 badge (large badge)
- 2 name tags

2. Bulletproof protective vest with extra cover

3. Soft Uniform

- 3* Short sleeve shirts (black polo)
- 3* Long sleeve shirts (black polo)
- 3 BDU pants (Vertx OD Green)
- 3 Under Armor heat gear or equivalent

* A fourth shirt will be issued upon request for those wearing tactical/load bearing vests shirts may not be standard embroidered polo shirts; they may be otherwise designed to wear under the tactical vests.

4. 1 Nylon gun belt **OR** 1 black leather basket weave gun belt including 1 each of:

- Inner and outer belt holster
- Duty weapon G-21
- Magazine holder
- Magazines
- Handcuff case (2 singles or 1 double)
- Handcuffs and keys
- Chemical spray holder
- Chemical spray
- Glove holder

- Winter gloves
- Key keeper
- ASP holder
- ASP
- Belt keepers
- Mag light
- Radio holder

5. Winter gear

- Rainwear, $\frac{3}{4}$ or full-length yellow
- Long underwear (Under Armor cold gear or equivalent product)
- Baseball hat or approved winter hat
- Jumpsuit (Winter/heavy weight) (issues upon completion of academy, FTO and/or probation)

6. 1 pair of Black Danner (Acadia, Stryker or Telson) or equivalent boots.

7. Gold service stripes. $\frac{3}{8}$ x $\frac{1}{4}$ " on left sleeve beginning 1" above cuff, horizontal.

- Chief stars
- Specialty pins

3. Admin Group CBA for signature

Final Audit Report

2026-05-19

Created:	2026-05-19
By:	Anabel Torres (Anabel.Torres@co.chelan.wa.us)
Status:	Signed
Transaction ID:	CBJCHBCAABAAFzhzVYzHZW3TBvfj0sh78ZntNDOvx5Gc

"3. Admin Group CBA for signature" History

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-  Document emailed to Shon Smith (shon.smith@co.chelan.wa.us) for signature
2026-05-19 - 3:52:16 PM GMT
-  Document emailed to Kevin Overbay (kevin.overbay@co.chelan.wa.us) for signature
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-  Document emailed to Brad Hawkins (brad.hawkins@co.chelan.wa.us) for signature
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-  Document emailed to Mike Morrison (michael.morrison@co.chelan.wa.us) for signature
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-  Document emailed to Paige Chrz (paige@thenelllawgroup.com) for signature
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 Document e-signed by Anabel Torres (Anabel.Torres@co.chelan.wa.us)

Signature Date: 2026-05-19 - 4:42:33 PM GMT - Time Source: server - Signature Appearance Selected: TYPE

 Agreement completed.

2026-05-19 - 4:42:33 PM GMT