

Letter of Agreement

By and Between

The Chelan County Commissioners

The Chelan County Sheriff

And

Teamsters Local 760

WHEREAS, Teamsters Local 760 and Chelan County have existing an Collective Bargaining Agreement that covers the Commissioned Deputies Chelan County Sheriff's Office that is in full force and effect from January 1, 2026 through December 31, 2028.

WHEREAS the parties have negotiated and worked to implement the agreed upon Collective Bargaining Agreement's in good faith.

WHEREAS the parties have agreed that the Campus Security Officers are appropriately made part of the Sheriff's Deputy Collective Bargaining Agreement as Uniformed Personnel as defined by 41.56.030 (14) RCW.

NOW THEREFORE, the parties agree that Appendix D shall be added to the Deputies Collective Bargaining Agreement pertaining to the Campus Security positions.

Appendix D Campus Security Officers

1D.1 Application of Agreement

The Employer and the Union agree that the Campus Security Officers are defined as Uniformed Personnel as defined by 41.56.030 (14) RCW and shall be added to Chelan County Deputies Collective Bargaining Agreement for the purposes of negotiations. Except as noted, the terms and conditions of the Agreement shall apply equally to the Chelan County Deputies and the Chelan County Campus Security Officers. Appendix D shall not apply to any fully commissioned and certified Chelan County Deputy Sheriff.

1D.2 Recognition.

In addition to the recognition contained in Article 1 of this agreement, The County agrees to recognize Teamsters Local 760 as the sole and exclusive bargaining agent for wages, hours and working conditions for all full time and regular part-time specially commissioned deputies employed by the Chelan County Sheriff's Office as Campus Security Officers.

1D.3 Hours of Work and Overtime

- A. Work Schedules for Campus Security Officers shall be five (5) consecutive eight (8) hour days followed by two (2) consecutive days off. Any hours

worked on a Saturday or Sunday, or prior to 6AM or after 6PM shall be compensated at the overtime rate.

1. The Sheriff may implement an optional four-day, ten (10) hour work schedule or a combination of the 4/10 and/or 5/8 work schedule.
- B. Article 5.1 Hours of Work shall not apply to the Campus Security Officers.
- C. Article 5.8 Travel time shall not apply to the Campus Security Officers.
- D. Article 5.10 Shift Bidding shall not apply to the Campus Security Officers.
- E. Article 5.12 Kelly Time shall not apply to the Campus Security Officers.

1D.4 Holidays

Holidays and holiday pay shall be handled in the same manner at the Collective Bargaining agreement provided to the Courthouse / Professional Technical and Clerical Teamsters Agreement.

1D.5 Seniority

Article 8 – Classification Seniority shall only apply to positions within the Campus Security job classification. The following seniority language shall apply to all Campus Security Officers. Office seniority for the purposes of vacation request, or other selection criteria shall only apply within the Campus Security job classification, but shall apply fully for all other purposes, to include accrual rates.

- A. A probationary period of three hundred sixty-five (365) calendar days shall be required for all new employees based on the date of hire for lateral hires and based on date of graduation from the basic law enforcement academy or basic corrections officer's academy for new hires. During this period, probationary employees may be terminated without notice at the sole discretion of the Sheriff.
- B. Article 8.8 shall not apply to the Campus Security Officers

1D.6 Insurance

Effective upon agreement by both parties, Employees may have a choice of the medical plans: either Plan 3 or Plan 4, and the dental plan offered by the County. These employees may not elect to cover a spouse that is already covered under a County provided medical plan. The County shall contribute up to \$1,600.00 per month for medical premium for full family coverage. The full family coverage includes 100% of the employee premium. The

County shall pay 100% of the premium for the employee's dental insurance. Dental insurance may be provided to dependents at the employee's expense.

1. The County shall provide a VEBA plan contribution in the amount of:
 - A. \$200.00 per month for Campus Security employees who have insurance for the employees only.
 - B. \$100.00 per month for Campus Security employees who have insurance for the employee and spouse only.
 - C. \$100.00 per month for Campus Security employees who have insurance for the employee and child(ren) only
2. Articles 10.1, 10.3 and 10.5 do not apply to the Campus Security Officers.
3. Retiree Welfare Trust: Based on December 2025 hours, the County shall pay on behalf of each employee the amount of \$94.85 into the Retiree's Welfare Trust for the purpose of retirement medical health care.

1D.7 - Annual Leave

Article 11.6 - Does not apply. Campus security gets the same as Non-Comm Accrual rates

Article 11.7 shall not apply to the Campus Security Officers.

1D.8 – Wages

Articles 13.1, 13.2, 13.4, 13.6, 13.8, and 13.9 shall not apply to the Campus Security Officers.

- A. Campus Security - Wage Scale

		2025	1/1/2026	01/01/27	01/01/28
Months		3%			
Step 1	0-12	\$5,304.97	\$5,464.12	\$5,628.04	\$5,796.88
Step 2	13-24	\$5,570.23	\$5,737.34	\$5,909.46	\$6,086.74
Step 3	25-36	\$5,848.73	\$6,024.19	\$6,204.92	\$6,391.07
Step 4	37-48	\$6,141.16	\$6,325.39	\$6,515.16	\$6,710.61
Step 5	49-60	\$6,448.21	\$6,641.66	\$6,840.91	\$7,046.13
Step 6	60+	\$6,770.63	\$6,973.75	\$7,182.96	\$7,398.45

- B. All steps shall be considered twelve (12) calendar months. Upon completion of 12 months, the Deputy shall be advanced to the next pay step. Once placed on the

wage scale, the Deputy shall advance to the next pay step after twelve months at the previous step.

- C. The effective date of the above wage shall be effective as of 01/01/2026 and shall be paid retroactively to that date. All other accrual rates and benefits shall be effective upon ratification of this Letter of Agreement by both parties, unless a specific date is included in this agreement.

1D.8 – Specialty Teams

Article 14 shall not apply to the Campus Security Officers.

1D.9 Appendix A

Appendix A shall not apply to the Campus Security Officers.

Except as contained herein as Appendix D, all other provisions of the Collective Bargaining Agreement shall remain in full force and effect and shall be unchanged.

APPROVED this 27 day of April 2026.

FOR THE UNION:


Richard Salinas 4.22.26
Secretary Treasurer

Anabel Torres

Attest: Anabel Torres
Clerk of the Board

FOR CHELAN COUNTY:


Mike Morrison

Shon Smith
Shon Smith (Apr 27, 2026 11:34:24 PDT)
Shon Smith
Chairman

EXCUSED

Kevin Overbay
Commissioner

Brad Hawkins
Brad Hawkins (Apr 27, 2026 12:07:44 PDT)
Brad Hawkins
Commissioner