

# WEEKLY REVIEW



BENTON COUNTY BOARD OF COMMISSIONERS  
December 29, 2020

*This is a weekly review of the Special Board of County Commissioners meeting, Tuesday, December 29, 2020. Additional information is available on the [County website](#).*

## Special Meeting Agenda Topic

### *Memorandum of Understanding for Jail Layoffs Sick & Vacation Cash Out – Lexi Wingfield, HR Manager*

As discussed at last week's regular Board meeting, the Corrections Department has seen a reduction in revenue from the State Department of Corrections and the US Marshall's Service due to the decrease in inmate population related to COVID-19 restrictions. As such, the Corrections Department has opted to reduce staff effective January 1, 2021. The staff impacted by these layoffs are covered by different Collective Bargaining Agreements, based on their position, which have provisions for vacation and sick leave cash outs. The County HR Department has worked in conjunction with Teamsters Local 839, which represents Corrections Officers and Corrections Clerical employees, to draft a Memorandum of Understanding (MOU) to address the cash out of vacation and sick leave. Under this MOU, all employees regardless of length of service will be allowed to cash out their accrued annual (vacation) leave and shall receive payment for 25% of their unused sick leave (capped at 260 hours and not to exceed \$3,000) to be paid into their VEBA account. This MOU is not intended to set any precedence or modify, change, or alter any other language in the existing labor agreements, but is intended solely to allow all employees being laid off (including those with less than six months of service) to cash out vacation and sick leave. **The Board moved and seconded to approve the MOU between Benton County and Teamsters Local 839 representing Corrections Officers and Corrections Clerical Employees and to authorize the Clerk of the Board to affix electronic signatures on the MOU and Resolution as presented. Motion carried.**

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Contact: Shyanne Palmus, Communications Coordinator  
[Shyanne.Palmus@co.benton.wa.us](mailto:Shyanne.Palmus@co.benton.wa.us) | 509-222-3760