

ORDINANCE NO. 2458

75-437

1
2 AN ORDINANCE approving and adopting collective bargaining
3 agreements negotiated by and between King County and
4 certain labor organizations; establishing the effective
5 date of said agreements; and amending Ordinance 2378,
6 Section 4.

7 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

8 SECTION 1. Ordinance 2378, Section 2, is hereby amended as follows:

9 Approval and adoption is hereby made of the collective bargaining
10 agreements attached hereto and by this reference made a part hereof negotiated
11 by and between King County and the following labor organizations:

12 Construction Crafts

13 International Brotherhood of Electrical Workers, Local 77

14 Joint Crafts

15 Offset Workers, Printing Pressman & Assistants Union, Local 39

16 Professional & Technical Engineers, Local 17-Courthouse

17 Professional & Technical Engineers, Local 17-Public Works

18 Public Service Employees, Local 674

19 Teamsters, Local 174 - Animal Control

20 Teamsters, Local 174 - Public Works

21 Teamsters, Local 763

22 Teamsters, Local 882 - Courthouse

23 Washington State Council of County & City Employees, Local 1652 -

24 General Services

25 Washington State Council of County & City Employees, Local 1652 -

26 Medical Examiner

27 Public Safety Employees, Local 519

28 SECTION 2. Ordinance 2378, Section 3, is hereby amended as follows:

29 SECTION 3. The effective date of the agreements/wage reopeners set
30 forth in SECTION ((1)) 2 herein shall be January 1, 1975.
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SECTION 3. Ordinance 2378, Section 4, is hereby repealed.

INTRODUCED AND READ for the first time this 14th day of July, 1975.

PASSED this 4th day of August, 1975.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Bill Reams
Chairman

ATTEST:

Dorothy M. Quinn
Clerk of the Council

APPROVED this 6th day of August, 1975

John Spellman
King County Executive

KING COUNTY OFFICE OF PERSONNEL

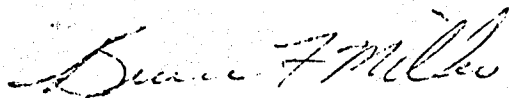
MEMORANDUM

May 1975

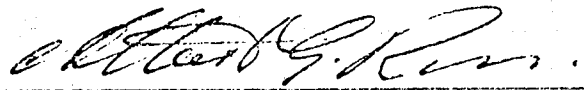
2458

To: John D. Spellman, County Executive
From: Albert G. Ross, Personnel Manager
Subject: COLLECTIVE BARGAINING AGREEMENT

Public Safety Employees, Local 519 and the County Negotiating Team, having completed the attached Collective Bargaining Agreement, hereby recommend it for approval of the Council by Ordinance and for your signature.



Public Safety Employees,
Local 519



Albert G. Ross, Chairman
County Negotiating Team

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AGREEMENT BETWEEN
PUBLIC SAFETY EMPLOYEES,
LOCAL 519
AND
KING COUNTY

2458

1 These articles constitute an agreement, terms of which have
2 been negotiated in good faith, between the King County Labor Nego-
3 tiating Team and the signatory organization subscribing hereto.
4 This Agreement shall be subject to approval by Ordinance by the
5 County Council of King County, Washington.

6
7 ARTICLE I: PURPOSE

8 The intent and purpose of this Agreement is to promote the
9 continued improvement of the relationship between King County and
10 its employees by providing a uniform basis for implementing the
11 right of public employees to join organizations of their own choos-
12 ing, and to be represented by such organizations in matters con-
13 cerning their employment relations with King County and to set
14 forth the wages, hours and other working conditions of such em-
15 ployees in appropriate bargaining units provided the County has
16 authority to act on such matters and further provided the matter
17 has not been delegated to any civil service commission or personnel
18 board similar in scope, structure and authority as defined in
19 Chapter 108, Extraordinary Session, 1967, Laws of the State of
20 Washington.

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1 ARTICLE 11: UNION RECOGNITION AND MEMBERSHIP

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3 Section 1. The County Council recognizes the signatory organ-
4 ization, certification No. 0-562, as representing their members
5 whose job classifications are listed in the attached Addendum A.

6 Section 2. It shall be a condition of employment that all
7 regular, full-time employees who are members of the Union on the
8 effective date of this Agreement, shall remain members in good
9 standing or tender such dues and initiation fees as are customarily
10 paid by Union members to the Union, or to a non-religious charity,
11 or to another charitable organization mutually agreed upon by the
12 employee and the bargaining representative. The employee shall
13 furnish written proof to the Union that such payments are made.

14 It shall also be a condition of employment that regular, full-
15 time employees covered by this Agreement and hired on or after its
16 effective date shall, on the thirtieth day following such employ-
17 ment, become and remain members in good standing in the Union or
18 tender such dues and initiation fees as are customarily paid by
19 Union members to the Union, or to a non-religious charity, or to
20 another charitable organization mutually agreed upon by the employ-
21 ee and the bargaining representative. The employee shall furnish
22 written proof to the Union that such payments are made.

23 All initiation fees and dues paid either to the Union or
24 charity shall be for non-political purposes.

25 Section 3. Dues Deduction. Upon receipt of written authori-
26 zation individually signed by a bargaining unit employee, the
27 County shall have deducted from the pay of such employee the amount
28 of dues as certified by the secretary of the signatory organization

1 and shall transmit the same to the treasurer of the signatory or-
2 ganization.

3 The signatory organization will indemnify, defend and hold
4 the County harmless against any claims made and against any suit
5 instituted against the County on account of any check-off of dues
6 for the signatory organization. The signatory organization agrees
7 to refund to the County any amounts paid to it in error on account
8 of the check-off provision upon presentation of proper evidence
9 thereof.

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1 ARTICLE III: RIGHTS OF MANAGEMENT

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3 The management of the County and the direction of the work
4 force is vested exclusively in the County subject to terms of this
5 Agreement. All matters not specifically and expressly covered or
6 treated by the language of this Agreement may be administered for
7 its duration by the County in accordance with such policy or pro-
8 cedures as the County from time to time may determine.
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1 ARTICLE IV: HOLIDAYS
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3 All employees shall be granted the following holidays with pay:

4	New Year's Day	January 1st
	Lincoln's Birthday	February 12th
5	Washington's Birthday	Third Monday in February
	Memorial Day	May 30th
6	Independence Day	July 4th
	Labor Day	First Monday in September
7	Columbus Day	Second Monday in October
	Veteran's Day	November 11th
8	Thanksgiving Day	Fourth Thursday in November
	Day after Thanksgiving	
9	Christmas Day	December 25th
	General Election Day	

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11 All holidays shall be observed in accordance with RCW 1.16.050,
12 as amended.
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1 ARTICLE V: VACATIONS

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3 Section 1. Regular, full-time employees shall receive vaca-
4 tion benefits as indicated in the following table:

5 Years of 6 Continuous 7 Service	8 Monthly 9 Vacation 10 Credit	11 Equivalent 12 Annual 13 Vacation 14 Credit	15 Maximum 16 Vacation 17 Accumulation 18 Allowed
19 Upon Completion 20 of one (1) year 21 of service		(80 hrs.) 10 days	
22 More than one (1) 23 but less than 24 three (3) years of 25 continuous service	(6.66 hrs.) .833 days	(80 hrs.) 10 days	(160 hrs.) 20 days
26 Less than twelve (12) 27 years of continuous 28 service 29 More than three (3) 30 years of continuous 31 service	(10 hrs.) 1.25 days	(120 hrs.) 15 days	(240 hrs.) 30 days
32 Twelve (12) years or 33 more years of contin- 34 uous service and over	(13.33 hrs.) 1.66 days	(160 hrs.) 20 days	(320 hrs.) 40 days

35 For purposes of this section, one (1) day of vacation pay
36 shall be computed as 1/261 of the employee's annual salary in ef-
37 fect at the time of vacation or upon termination, and for Payroll
38 purposes a year shall be considered to contain 2,088 hrs. (There-
39 by annual salary divided by 2,088 will result in the hourly rate
40 for purposes of this section).

41 Section 2. Employees with one or more continuous years of
42 service shall accrue vacation benefits monthly, effective January
43 1, 1974.

1 Section 3. Vacation benefits for regular, part-time employees
2 will be established based upon the ratio of hours actually worked
3 (less overtime) to a standard work year. For example:

4 If a regular, part-time employee normally works four hours per
5 day in a department that normally works eight hours per day, then
6 the part-time employee would be granted four-eighths of the vaca-
7 tion benefit allowed a full-time staff member with an equivalent
8 number of years service.

9 Section 4. No person shall be permitted to work for compensa-
10 tion for the County in any capacity during the time when vacation
11 benefits are being drawn.

12 Section 5. Vacation may be used in one-hour increments at
13 the discretion of the department director or his appointed designee.

14 Section 6. Upon termination for any reason, the employee will
15 be paid for unused vacation credits up to a maximum allowable ac-
16 cumulated vacation.

17 Section 7. Extra help employees will not be granted vacation
18 benefits.

19 Section 8. No employee shall earn the equivalent of a month's
20 vacation credit during a month when the employee is absent without
21 pay more than three (3) working days, provided, however, that dis-
22 cipline resulting in suspension not exceeding ten (10) working days
23 shall not serve to reduce vacation credit. An employee shall not
24 be granted vacation benefits if not previously accrued.

25 Section 9. In cases of separation by death, payment of unused
26 vacation benefits shall be made to the employee's estate, or, in
27 applicable cases, as provided by RCW, Title 11.

1 Section 10. Employees may continue to accrue additional va-
2 cation beyond the maximum specified herein if, as a result of cyc-
3 lical workloads or work assignments, accrued vacation will be lost.
4 Employees who leave King County employment for any reason will be
5 paid for their unused vacation up to the maximum specified herein.
6 Employees shall forfeit the excess accrual prior to December 31st
7 of each year.

1 ARTICLE VI: SICK LEAVE

2
3 Section 1. Every regular, full-time employee shall accrue
4 sick leave benefits at the rate of one work day for each month in
5 County service.

6 Section 2. No employee shall earn sick leave credit during
7 a month when the employee is absent without pay more than three (3)
8 working days, provided, however, that discipline resulting in sus-
9 pension not exceeding ten (10) working days shall not serve to re-
10 duce sick leave credit.

11 Section 3. Every regular, part-time employee shall receive
12 sick leave benefits proportionate to the employee's regular work
13 day. For example: If a part-time employee normally works four
14 hours per day and the department's normal work day is eight hours,
15 the employee will receive four hours of sick leave benefits for the
16 month.

17 Section 4. Extra help employees receive no sick leave bene-
18 fits.

19 Section 5. After six months of full-time service a regular
20 employee may, at his division manager's discretion, be permitted to
21 use up to one-half of his accruing vacation (5 days) as an essen-
22 tial extension of used sick leave. If an employee does not work a
23 full 12 months, any vacation credit used for sick leave must be
24 reimbursed to the County upon termination.

25 Section 6. Sick leave shall accrue on a monthly basis start-
26 ing with the first of the month following the month the employee
27 commenced employment. An employee is not entitled to sick leave if

1 not previously earned.

2 Section 7. Sick leave may be used in one-hour increments, at
3 the discretion of the department manager.

4 Section 8. There shall be no limit to the hours of sick leave
5 benefits accrued by an employee.

6 Section 9. Sick leave benefits are provided in order that the
7 employee's wages may be protected in cases where health is poor or
8 medical attention is required. Department management is responsible
9 for the proper administration of this benefit.

10 Section 10. Separation from King County employment, except by
11 retirement or reason of temporary lay-off due to lack of work or
12 funds, shall cancel all sick leave currently accrued to the employ-
13 ee. Should the employee resign in good standing and return to the
14 County within two years, accrued sick leave shall be restored.

15 Section 11. Accrued sick leave may be used for absence due to
16 temporary disability caused or contributed to by pregnancy.

17 Section 12. Sick leave because of an employee's physical in-
18 capacity will not be approved when the injury is directly traceable
19 to simultaneous employment other than with the County of King, un-
20 less performing his responsibilities as a police officer.

21 Section 13. King County will reimburse those employees who
22 have at least five (5) years service and retire as a result of
23 length of service or who terminate by death, twenty-five percent
24 (25%) of their unused, accumulated sick leave to a maximum of thirty
25 (30) days. All payments shall be made in cash, based on the em-
26 ployee's base rate, and there shall be no deferred sick leave reim-
27 bursement.

1 Section 14. Employees injured on the job cannot simultaneous-
2 ly collect sick leave and workman's compensation payments greater
3 than net regular pay of the employee. Administrative rules will be
4 established to allow for payments equal to net regular pay of em-
5 ployees qualifying under workman's compensation.

6 Section 15. Sick leave taken will be exempt from Social Secur-
7 ity taxes.

8 Section 16. Family Care and Death.

9 a. Regular, full-time employees shall be entitled to three
10 (3) working days of bereavement leave a year due to death of mem-
11 bers of their immediate family.

12 b. Regular, full-time employees, who have exhausted their be-
13 reavement leave, shall be entitled to use sick leave in the amount
14 of three (3) working days for each instance when death occurs to a
15 member of the employee's immediate family.

16 c. Three (3) sick leave days of absence from the job may be
17 granted to an employee due to a requirement to care for immediate
18 family members that are seriously ill. Up to one day's absence may
19 be authorized for the employee to be at the hospital on the day of
20 the birth of his child.

21 d. In cases of family care where no sick leave benefit exists,
22 the employee may be granted leave without pay.

23 e. In the application in any of the foregoing provisions,
24 when a holiday or regular day off falls within the prescribed per-
25 iod of absence, it shall not be charged.

26 Section 17. Employees who use sick leave as a result of alco-
27 holism must produce proof of seeking and receiving treatment for al-
28 coholism in a recognized and approved alcoholic treatment center.

1 ARTICLE VII: WAGE RATES
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3 Wage rates shall be in accordance with the job classifications in
4 Addendum A and B.
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1 ARTICLE VIII: OVERTIME

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3 Section 1. Except as otherwise provided in this article, em-
4 ployees on a five-day schedule shall be paid at the rate of time
5 and one-half for all hours worked in excess of eight (8) in one day,
6 exclusive of lunch period, or forty (40) in one week, and employees
7 on a four-day schedule shall be paid at the rate of time and one-
8 half for all hours worked in excess of ten (10) in one day, exclu-
9 sive of lunch period, or forty (40) in one week.

10 Section 2. A minimum of two (2) hours at overtime rate shall
11 be allowed for each call out. Where such overtime exceeds two (2)
12 hours, the actual hours worked shall be allowed at overtime rates.

13 Section 3. All overtime shall be authorized by the Department
14 Director or his designee in writing. Saturday and Sunday work is
15 not overtime when it is a regularly scheduled work day for the indi-
16 vidual crew.

17 Section 4. Emergency work at other than the normal scheduled
18 working hours, or special scheduled working hours not enumerated
19 above, shall be credited as such. This unscheduled and emergency
20 overtime will be compensated as overtime, and in the event this
21 overtime work is accomplished prior to the normal working hours and
22 the employee subsequently works his regular shift, his regular shift
23 shall be compensated at regular time.

24 Section 5. Off duty court time shall be compensated at a min-
25 imum of four (4) hours at regular time.

26 Section 6. If any provision of this article conflicts with
27 minimum standards established by the Fair Labor Standards Act, then
28 that provision shall be automatically amended to provide the mini-
mum standards.

1 ARTICLE IX: HOURS OF WORK

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3 Section 1. The working hours affected by this Agreement shall
4 be the equivalent of forty (40) hours per week on an annualized
5 basis.

6 Section 2. If any provision in this article shall conflict
7 with the minimum standards of the Fair Labor Standards Act, then
8 that provision shall be automatically amended to conform to the
9 standards of the Fair Labor Standards Act.

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1 ARTICLE X: MEDICAL, DENTAL AND LIFE PLAN

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3 King County presently has in effect a medical, dental and life
4 plan for all employees, and agrees to maintain such plans in effect
5 for the duration of this Agreement.

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1 ARTICLE XI: MISCELLANEOUS
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3 Section 1. An employee elected or appointed to office in a
4 local of the signatory organization which requires a part or all
5 of his time shall be given leave of absence up to one (1) year
6 without pay upon application.

7 Section 2. All employees who have been authorized to use
8 their own transportation on County business shall be reimbursed at
9 the current rate of thirteen cents (13¢) per mile.

10 Section 3. Employees who are directly involved with proceed-
11 ings before the Civil Service Commission may be allowed to attend
12 without loss of pay provided prior permission is granted by the
13 department director or his designee.

14 Section 4. Employees who are elected to serve on the Union
15 negotiating committee shall be allowed time off from duty to at-
16 tend negotiating meetings with the County; provided, however, that
17 the total cumulative time expended during negotiations does not
18 exceed two (2) man hours at County expense for every one (1) hour
19 of negotiations, and provided further, that prior approval is
20 granted by the department director.

21 Section 5. Employees who suffer a loss or damage, in the
22 line of duty, to personal property and/or clothing, will have same
23 repaired or replaced at department expense.

24 Section 6. Reassignments and/or shift changes shall be in
25 accordance with the provision of Section 4.1.15 of the Department
26 Manual as of August 1, 1974.

27 Section 7. Off-duty employment shall be in accordance with
28 Section 4.2.0 of the Department Manual as of August 1, 1974.

1 Section 8. The Department Administration shall afford Union
2 representatives a reasonable amount of time while on on-duty status
3 to consult with appropriate management officials and/or aggrieved
4 employees, provided that the Union representative and/or aggrieved
5 employees contact their immediate supervisors, indicate the general
6 nature of the business to be conducted, request necessary time
7 without undue interference with assignment duties. Time spent on
8 such activities shall be recorded by the Union representative on a
9 time sheet provided by the supervisor. Union representatives shall
10 guard against use of excessive time in handling such responsibili-
11 ties.

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1. ARTICLE XII: GRIEVANCE PROCEDURE

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3 King County recognizes the importance and desirability of
4 settling grievances promptly and fairly in the interest of contin-
5 ued good employee relations and morale and to this end the follow-
6 ing procedure is outlined. To accomplish this, every effort will
7 be made to settle grievances at the lowest possible level of sup-
8 ervision.

9 Employees will be unimpeded and free from restraint, inter-
10 ference, coercion, discrimination or reprisal in seeking adjudi-
11 cation of their grievances.

12 Section 1. Definition

13 Grievance - An issue raised by an employee relating to the
14 interpretation of his rights, benefits, or conditions of employ-
15 ment as contained in this Agreement.

16 Section 2. Procedure

17 Step 1 - A grievance shall be verbally presented by the ag-
18 grieved employee, and his representative, if the employee wishes,
19 within 14 calendar days of the occurrence of such grievance, to
20 the employee's immediate foreman or supervisor. The immediate
21 foreman or supervisor shall gain all relevant facts and shall at-
22 tempt to adjust the matter and notify the employee within three
23 working days. If a grievance is not pursued to the next level
24 within three working days, it shall be presumed resolved.

25 Step 2 - If, after thorough discussion with the immediate
26 foreman or supervisor, the grievance has not been satisfactorily
27 resolved, the employee and his representative shall reduce the
28 grievance to writing, outlining the facts as they are understood.

1 The written grievance shall then be presented to the division man-
2 ager for investigation, discussion and written reply. The divi-
3 sion manager shall make his written decision available to the ag-
4 grieved employee within ten working days. If the grievance is
5 not pursued to the next higher level within five working days, it
6 shall be presumed resolved.

7 Step 3 - If, after thorough evaluation, the decision of the
8 division manager has not resolved the grievance to the satisfac-
9 tion of the employee, the grievance may be presented to the de-
10 partment director or office manager. All letters, memoranda and
11 other written materials previously submitted to lower levels of
12 supervision shall be made available for the review and considera-
13 tion of the department director or office manager. He may inter-
14 view the employee and/or his representative and receive any ad-
15 ditional related evidence which he may deem pertinent to the
16 grievance. He shall make his written decision available within
17 ten working days. If the grievance is not pursued to the next
18 higher level within five working days, it shall be presumed re-
19 solved.

20 Step 4 - If, after thorough evaluation, the decision of the
21 department director or office manager has not resolved the griev-
22 ance to the satisfaction of the employee, the grievance may be
23 presented to a committee comprised of one representative from the
24 Union, one representative from the Department of Public Safety,
25 and the Personnel Manager or his designee, who shall also act as
26 Chairman. The Union representative and/or the Department repre-
27 sentative may be subject to challenge for cause.

28 This committee shall convene a hearing for the purpose of .

1 resolving the grievance. Both parties to the grievance shall be
2 entitled to call witnesses on their behalf, and all such hearings
3 shall be closed for the purpose of maintaining confidentiality,
4 unless otherwise mutually agreed to. The committee shall render
5 a decision with ten (10) working days.

6 Step 5 - Either the County or the Union may request arbitra-
7 tion within 30 days of conclusion of Step 4, and must specify the
8 exact question which it wishes arbitrated. The parties shall
9 then select a third disinterested party to serve as an arbitrator.
10 In the event that the parties are unable to agree upon an arbitra-
11 tor, then the arbitrator shall be selected from a panel of seven
12 arbitrators furnished by the American Arbitration Association.
13 The arbitrator will be selected from the list by both the County
14 representative and the Union, each alternately striking a name
15 from the list until one name remains. The arbitrator, under vol-
16 untary labor arbitration rules of the Association, shall be asked
17 to render a decision promptly and the decision of the arbitrator
18 shall be final and binding on both parties.

19 The arbitrator shall have no power to change, alter, detract
20 from or add to the provisions of this Agreement, but shall have
21 the power only to apply and interpret the provisions of this
22 Agreement in reaching a decision.

23 The arbitrator's fee and expenses and any court reporter's
24 fee and expenses shall be borne equally by both parties. Each
25 party shall bear the cost of any witnesses appearing on that
26 party's behalf.

27 No matter may be arbitrated which the County by law has no
28 authority over, has no authority to change, or has been delegated

1 to any civil service commission or personnel board as defined in
2 Chapter 108, Extraordinary Session, 1967, Laws of the State of
3 Washington.

4 There shall be no strikes, cessation of work or lockout dur-
5 ing such conferences or arbitration.

6 Time restrictions may be waived by consent of both parties.

7 Section 3. If employees have access to multiple procedures
8 for adjudicating grievances, then selection by the employee of
9 one procedure will preclude access to other procedures; selection
10 is to be made no later than at the conclusion of Step 3 of this
11 grievance procedure.

12 Section 4. Disciplinary action will not be executed until
13 the opportunity to appeal the discipline has been exhausted, ex-
14 cept in instances where there exists reasonable evidence of the
15 commission of a crime.

16 Receipt of written notice of discipline will determine the
17 appropriate date for commencement of the grievance procedure as
18 defined in Section 2 of this article.

19 Section 5. Inasmuch as this is an Agreement between the
20 County and the Union, no individual may, without Union concur-
21 rence, make use of the provisions of this article.
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1 ARTICLE XIII: BULLETIN BOARDS

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The employer agrees to permit the Union to post on County bulletin boards the announcement of meetings, election of officers, and any other Union material.

1 ARTICLE XIV: EQUAL EMPLOYMENT OPPORTUNITY

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The employer or the union shall not discriminate against any individual with respect to compensation terms, conditions, or privileges of employment because of race, color, religion, national origin, age or sex, except as otherwise provided by law.

1 ARTICLE XV: SAVINGS CLAUSE

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3 Should any part hereof or any provision herein contained be
4 rendered or declared invalid by reason of any existing or sub-
5 sequently enacted legislation or by any decree of a court of com-
6 petent jurisdiction, such invalidation of such part or portion of
7 this agreement shall not invalidate the remaining portions hereof;
8 provided, however, upon such invalidation the parties agree to
9 meet and negotiate such parts or provisions affected. The remain-
10 ing parts or provisions shall remain in full force and effect.

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7/26/74

1 ARTICLE XVI: WORK STOPPAGES AND EMPLOYER PROTECTION

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3 Section 1. The employer and the signatory organization agree
4 that the public interest requires efficient and uninterrupted per-
5 formance of all County services, and to this end pledge their best
6 efforts to avoid or eliminate any conduct contrary to this objec-
7 tive. Specifically, the signatory organization shall not cause or
8 condone any work stoppage, including any strike, slowdown, or re-
9 fusal to perform any customarily assigned duties, sick leave ab-
10 sence which is not bonafide, or other interference with County
11 functions by employees under this agreement and should same occur,
12 the signatory organization agrees to take appropriate steps to end
13 such interference. Any concerted action by any employees in any
14 bargaining unit shall be deemed a work stoppage if any of the above
15 activities have occurred.

16 Section 2. Upon notification in writing by the County to the
17 signatory organization that any of its members are engaged in a
18 work stoppage, the signatory organization shall immediately, in
19 writing, order such members to immediately cease engaging in such
20 work stoppage and provide the County with a copy of such order.
21 In addition, if requested by the County, a responsible official of
22 the signatory organization shall publicly order such signatory or-
23 ganization employees to cease engaging in such a work stoppage.

24 Section 3. Any employee who commits any act prohibited in this
25 article will be subject to the following action or penalties:

- 26 1. Discharge.
- 27 2. Suspension or other disciplinary action as may be
applicable to such employee.

1 ARTICLE XVII: WAIVER CLAUSE

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The parties acknowledge that each has had the unlimited right within the law and the opportunity to make demands and proposals with respect to any matter deemed a proper subject for collective bargaining. The results of the exercise of that right and opportunity are set forth in this agreement. Therefore, the County and the signatory organization, for the duration of this agreement, each agree to waive the right to oblige the other party to bargain with respect to any subject or matter not specifically referred to or covered in this agreement.

1 ARTICLE XVIII: UNEMPLOYMENT COMPENSATION

2
3 King County will implement a self-insured form of unemployment
4 compensation effective with the Union's approval of this contract.

5 The Unemployment Compensation will meet the following criteria:

6 1. Provide coverage for all full-time regular employees who
7 have completed their probationary period; except that the foregoing
8 does not include limited-term employees.

9 2. Coverage will apply only to those employees who are laid
10 off as a result of a reduction in work or funds.

11 3. Employees who are receiving compensation under this pro-
12 gram must provide evidence of actively seeking employment.

13 4. The benefit will be same as the State of Washington Unem-
14 ployment Compensation, but shall be good for 26 weeks only (no
15 extended benefits).

1 ARTICLE XIX: SALARY DIFFERENTIALS

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3 Section 1. Qualified personnel assigned to the Bomb Disposal
4 Squad on a full-time basis shall be compensated an additional
5 ten per cent (10%) per month of the Patrolman I, Step 1 rate for
6 all time while so assigned.

7 Section 2. Employees assigned as detectives or investigators
8 will receive an additional five per cent (5%) per month of the
9 Patrolman I, Step 1 rate while so assigned.

10 Section 3. Employees assigned as motorcycle Patrolmen for
11 at least one full month will receive an additional three per cent
12 (3%) per month of the Patrolman I, Step 1 rate while so assigned.

13 Section 4. Employees assigned as skin divers continuously
14 for at least one full month will receive an additional three
15 per cent (3%) per month of the Patrolman I, Step 1 rate while so
16 assigned.

17 Section 5. Full time, non-commissioned personnel in the
18 following classes of positions, Clerk I, Clerk II, Clerk III,
19 Communications Operator I, Communications Operator II, Communica-
20 tions Operator III, who work other than during the normal daylight
21 hours normal to most employees in said class shall be eligible
22 for additional hourly compensation as specified below:

23 Full-time employees in such classes who have not less than
24 four hours of their regular work shift falling between the hours
25 of 4:30 p.m. and 7:30 a.m. shall receive compensation in addition
26 to their regular rate of pay at the rate of \$0.15 per hour for
27 all scheduled hours worked during such shift; provided, that said
28 additional compensation shall not apply to periods of paid

1 absence such as holidays, vacation or sick leave, and overtime
2 pay shall be computed from the regular rate of pay established
3 for such positions and the additional compensation provided in
4 this section shall not apply to periods of work for which
5 overtime pay is being earned.
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1 ARTICLE XX: REDUCTION-IN-FORCE

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Employees laid off as a result of a reduction in force shall be laid off according to seniority within the department and classification, with the employee with the least time being the first to go. In the event there are two or more employees eligible for layoff within the department with the same classification and seniority, the department head will determine the order of layoff based on employee performance.

Employees laid off in accordance with the provisions of this article will be eligible for rehire into positions of the same classification in the inverse order of layoff.

A D D E N D U M A

COMMISSIONED PERSONNEL

Section 1. Effective January 1, 1975, through midnight, December 31, 1975, wage rates shall be in accordance with the following schedule:

Police Officer III: Police Officer III salary rate shall be \$939.00 per month and after one (1) year of satisfactory performance as Police Officer III, shall be promoted to Police Officer II.

Police Officer II: Police Officer II salary rate shall be \$1022.00 per month and after one (1) year of satisfactory service as Police Officer II, shall be promoted to Police Officer I.

Police Officer I: Police Officer I salary rate shall be \$1069 per month, and after one (1) year of satisfactory service as Police Officer I, the salary shall increase to \$1114.00 per month. After thirty months of satisfactory performance as Police Officer I, the salary shall increase to \$1172.00 per month.

	<u>Start</u>	<u>12 Mos.</u>	<u>24 Mos.</u>	<u>36 Mos.</u>	<u>54 Mos.</u>
<u>Police Officer</u>	788 \$939.00	857 \$1022.00	897 \$1069.00	935 \$1114.00	983 \$1172.00
	<u>Start</u>	<u>12 Mos.</u>	<u>30 Mos.</u>		
<u>Sergeant</u>	1055 \$1258.00	1095 \$1300.00	1130 \$1347.00		
	<u>Start</u>	<u>12 Mos.</u>	<u>30 Mos.</u>		
<u>Lieutenant</u>	1190 \$1418.00	1245 \$1484.00	1300 \$1550.00		

ADDENDUM A continued

A. Effective January 1, 1975, and continuing through midnight, December 31, 1975, employees covered in this Addendum A shall be eligible to receive a longevity payment in accordance with the following schedule:

Upon completion of five (5) years continuous service, one per cent (1%) of the base Police Officer III salary and for each year thereafter an additional one per cent (1%) to a maximum payment of ten per cent (10%) upon the completion of fourteen (14) years of service.

Completion of:

5 years service	1% of Police Officer III	\$ 9.39
6 years service	2% of Police Officer III	\$18.78
7 years service	3% of Police Officer III	\$28.17
8 years service	4% of Police Officer III	\$37.56
9 years service	5% of Police Officer III	\$46.95
10 years service	6% of Police Officer III	\$56.34
11 years service	7% of Police Officer III	\$65.73
12 years service	8% of Police Officer III	\$75.12
13 years service	9% of Police Officer III	\$84.51
14 years service	10% of Police Officer III	\$93.90

B. Service premiums (longevity payment) shall be paid beginning from the first of the month following the month in which the employee commenced such continuous service. If such commencement date was the first working day of the month, the years of service

shall date from the first of the month in which the service began.

C. Standby. The Employer and the Union agree that the use of off duty standby time shall be minimized consistent with sound law enforcement practices and the maintenance of public safety. Off duty standby assignments shall be for a fixed pre-determined period of time. Employees formally placed on off duty standby status for unusual occurrences shall be compensated on the basis of 50% of straight time pay. If the employee is actually called back to work the off duty standby premium shall cease at that time. Thereafter, normal overtime rules shall apply. Personnel assigned County vehicles shall not be deemed as being on standby status unless specifically assigned to standby status.

A D D E N D U M B

NON-COMMISSIONED PERSONNEL

Clerical Classifications: Department of Public Safety
Department of Rehabilitative Services
Cedar Hills Alcoholic Treatment Center

	<u>Start</u> <u>Step 1</u>	<u>12 Mths.</u> <u>Step 2</u>	<u>24 Mths.</u> <u>Step 3</u>	<u>36 Mths.</u> <u>Step 4</u>
Clerk I	498.40	523.04	548.80	575.68
Clerk II	579.04	608.16	638.40	669.76
Clerk III	667.52	701.12	735.84	772.80
Clerk Typist I	524.16	547.68	574.56	603.68
Clerk Typist II	622.72	654.08	686.56	721.28
Clerk Typist III	722.40	758.24	796.32	836.64
Clerk Steno. I	563.36	591.36	620.48	651.84
Clerk Steno. II	670.88	704.48	739.20	776.16
Clerk Steno. III	777.28	816.48	856.80	899.36
Secretary I	622.72	650.72	683.20	716.80
Secretary II	722.40	754.88	792.96	832.16
Secretary III	817.60	857.92	900.48	945.28
Account Clerk I	563.36	591.36	617.12	648.48
Account Clerk II	652.96	685.44	720.16	756.00
Account Clerk III	776.16	815.36	855.68	898.24
Cashier - D.P.S.	687.68	722.40	758.24	796.32
Clerical Supervisor	851.20	893.76	938.56	985.60

Department of Rehabilitative Services

	<u>Start</u> <u>Step 1</u>	<u>12 Mths.</u> <u>Step 2</u>	<u>24 Mths.</u> <u>Step 3</u>	<u>36 Mths.</u> <u>Step 4</u>	<u>54 Mths.</u> <u>Step 5</u>
Work Release Counselor	948.64	995.68	1044.96	1097.60	
Work Release Field Agent	901.60	946.40	994.56	1043.84	
Work Release Attendant	817.72	859.04	901.60	947.52	
Security Aide	708.96	744.80	781.76	820.96	
Corrections Officer	939.00	1022.00	1069.00	1114.00	1172.00
Corrections Officer Supv.	1258.00	1300.00	*1347.00	(*after 30 months)	

Cedar Hills Alcoholic Treatment Center

	<u>Start</u> <u>Step 1</u>	<u>12 Mths.</u> <u>Step 2</u>	<u>24 Mths.</u> <u>Step 3</u>	<u>36 Mths.</u> <u>Step 4</u>
Alcoholism Trmt. Supv.	924.00	971.04	1015.84	1071.84
Program Counselor I	994.56	1044.96	1096.48	1151.36
Program Counselor II	1153.60	1211.84	1272.32	1335.04
A.T.C. Medic	1019.20	1071.84	1124.48	1181.60

ADDENDUM B continued

Department of Public Safety

	<u>Start</u> <u>Step 1</u>	<u>12 Mths.</u> <u>Step 2</u>	<u>24 Mths.</u> <u>Step 3</u>	<u>36 Mths.</u> <u>Step 4</u>
Comm. Operator I	694.40	729.12	766.08	804.16
Comm. Operator II	836.64	878.08	921.76	967.68
Comm. Operator III	1034.88	1086.40	1140.16	1197.28
Criminalist I	1162.56	1220.80	1281.28	1345.12
Criminalist II	1360.80	1429.12	1500.80	1575.84
Photographer I	821 919.52	965.44	1013.60	
Photographer II	444 1057.28	1109.92	1165.92	
Photographer III	691 1221.92	1283.52	1347.36	
Ident. Tech. I	761 826.56	868.00		
Ident. Tech. II	921.76	964.32		
Ident. Tech. III	1015.84	1071.84		
Evidence Tech. I	781 874.72	917.28		
Evidence Tech. II	865 968.80	1016.96		
Evidence Tech. III	95 1064.00	1117.76		
Comm. Engineer	1394.40	1463.84	1537.76	1613.92

A D D E N D U M C

DEFINITIONS

For purposes of this Agreement, the following definitions will apply:

1. Department:

King County Department of Public Safety

2. Department Manual:

King County Department of Public Safety Manual

3. Immediate Family:

Immediate family is construed to mean persons related to an employee by blood or marriage or legal adoption as follows: Grandmother, grandfather, mother, father, husband, wife, son, daughter, brother, sister and any persons for whose financial or physical care the employee is principally responsible.

4. Party:

Either King County or Public Safety Employees, Local 519.

5. Extra Help Position:

A position intended to be occupied on less than a year round basis to cover seasonal peak workloads, emergency workloads of limited duration, necessary vacation relief and other situations involving fluctuating staff.

6. Extra Help Employee:

An employee in an extra help position, and paid on an hourly basis without Civil Service or Career Service status, vacation, sick leave or other benefits.

7. Regular Part-Time Position:

A position normally requiring the services of an employee for less than a standard work week.