

3-16-77

Introduced by PAUL BARDEN

ORDINANCE # 3163 77-289.

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AN ORDINANCE approving and adopting the Collective Bargaining Agreement negotiated by and between King County and the Public Safety Employees Local 519 - Commissioned; and establishing the effective date of said Agreement.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1: The Collective Bargaining Agreement negotiated between King County and the Public Safety Employees Local 519 - Commissioned and attached hereto is hereby approved and adopted and by this reference made a part hereof.

SECTION 2: Terms and conditions of said agreement shall be effective from January 1, 1977 through and including December 31, 1978.

INTRODUCED AND READ for the first time this 4th day of April, 1977.

PASSED this 18th day of April, 1977.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Mike Lowry

ATTEST:

Deputy W. Owens
Deputy Clerk of the Council

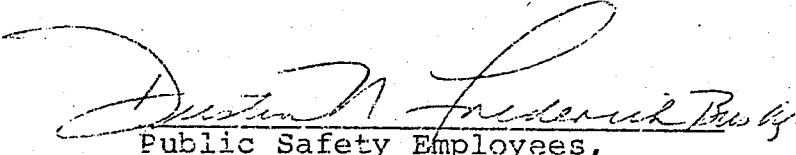
APPROVED this 21st day of April, 1977

John DeBelman

KING COUNTY OFFICE OF PERSONNEL
MEMORANDUM

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 for the Commissioned Personnel, hereby recommend it for approval of the Council by Ordinance and for your signature.


Dustin N. Frederick
Public Safety Employees,
Local 519

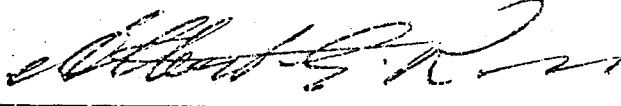

Albert G. Ross, Chairman
County Negotiating Team

TABLE OF CONTENTS

1		
2	ARTICLE I: PURPOSE	Page 1
3	ARTICLE II: UNION RECOGNITION & MEMBERSHIP	Page 2
4	ARTICLE III: RIGHTS OF MANAGEMENT	Page 5
5	ARTICLE IV: HOLIDAYS	Page 6
6	ARTICLE V: VACATIONS	Page 7
7	ARTICLE VI: SICK LEAVE	Page 10
8	ARTICLE VII: WAGE RATES	Page 13
9	ARTICLE VIII: OVERTIME	Page 14
10	ARTICLE IX: HOURS OF WORK	Page 18
11	ARTICLE X: MEDICAL, DENTAL & LIFE INSURANCE PROGRAMS	Page 19
12	ARTICLE XI: MISCELLANEOUS	Page 20
13	ARTICLE XII: GRIEVANCE PROCEDURE	Page 22
14	ARTICLE XIII: BULLETIN BOARDS	Page 26
15	ARTICLE XIV: EQUAL EMPLOYMENT OPPORTUNITY	Page 27
16	ARTICLE XV: SAVINGS CLAUSE	Page 28
17	ARTICLE XVI: WORK STOPPAGES & EMPLOYER PROTECTION	Page 29
18	ARTICLE XVII: WAIVER CLAUSE	Page 31
19	ARTICLE XVIII: UNEMPLOYMENT COMPENSATION	Page 32
20	ARTICLE XIX: REDUCTION-IN-FORCE	Page 33
21	ARTICLE XX: TRANSFERS	Page 34
22	ARTICLE XXI: DURATION	Page 35
23	ADDENDUM A	Page 36
24	ADDENDUM B	Page 39
25		
26		
27		
28		

1 These articles constitute an agreement, terms of which have
2 been negotiated in good faith, between the King County Labor
3 Negotiating Team and the signatory organization subscribing
4 thereto. This Agreement shall be subject to approval by
5 Ordinance by the County Council of King County, Washington.
6

7 ARTICLE I: PURPOSE
8

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

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

7 Section 2. It shall be a condition of employment that all
8 regular, full-time employees shall become members of the union
9 and remain members in good standing. Provided, that employees
10 with the rank of lieutenant who are not members of the union on
11 the effective date of this agreement shall not be required to
12 become members. Timely payment of regular union dues will
13 constitute membership in good standing for the purpose of this
14 article.

15 It shall also be a condition of employment that regular,
16 full-time employees covered by this Agreement and hired on or
17 after its effective date shall, on the thirtieth day following
18 such employment, become and remain members in good standing in
19 the Union.

20 Provided, that employees with a bona fide religious objec-
21 tion to union membership and/or association based on the bona
22 fide tenets or teachings of a church or religious body of which
23 such employee is a member shall not be required to tender those
24 dues or initiation fees to the Union as a condition of employ-
25 ment. Such employee shall pay an amount of money equivalent to
26 regular union dues and initiation fee to a non-religious charity
27 mutually agreed upon between the public employee and the Union.
28 The employee shall furnish written proof that payment to the

1 agreed upon non-religious charity has been made. If the employee
2 and the Union cannot agree on the non-religious charity, the
3 Department of Labor and Industries shall designate the charitable
4 organization. It shall be the obligation of the employee request-
5 ing or claiming the religious exemption to show proof to the
6 Union that he/she is eligible for such exemption.

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

9 Section 3. Dues Deduction. Upon receipt of written authori-
10 zation individually signed by a bargaining unit employee, the
11 County shall have deducted from the pay of such employee, the
12 amount of dues as certified by the secretary of the signatory
13 organization and shall transmit the same to the treasurer of the
14 signatory organization.

15 The signatory organization will indemnify, defend and hold
16 the County harmless against any claims made and against any suit
17 instituted against the County on account of any check-off of dues
18 for the signatory organization. The signatory organization agrees
19 to refund to the County any amounts paid to it in error on account
20 of the check-off provision upon presentation of proper evidence
21 thereof.

22 Section 4. The County will require all new employees, hired
23 in a position included in the bargaining unit, to sign a form
24 (in triplicate), which will inform them of the Union's exclusive
25 recognition.

26 Section 5. The County will transmit to the Union a current
27 listing of all employees in the bargaining unit within thirty (30)
28 days of request for same but not to exceed twice per calendar year.

1 Such list shall include the name of the employee, classification,
2 department and salary.

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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
5 this Agreement. All matters not specifically and expressly
6 treated by the language of this Agreement may be administered
7 for its duration by the County in accordance with such policy
8 or procedures as the County from time to time may determine.

9 Nothing in this Agreement shall prohibit the utilization of
10 commissioned police officers to perform duties as required by the
11 Department of Public Safety, however, it is the intent of the
12 Department of Public Safety, whenever possible, to fill civilian
13 classifications with civilians.

14 The Sheriff-Director will establish and maintain for the
15 duration of this Agreement a policy advisory committee for the
16 purpose of reviewing current department policies and procedures
17 and making recommendations to the Sheriff-Director regarding any
18 policy or procedural changes. The committee will be comprised
19 of representatives from all areas of the department provided that
20 no one above the rank of Lieutenant will be placed on the
21 committee.

22 Issues arising out of the Policy Advisory Committee shall
23 not be a proper subject for the grievance procedure, unless they
24 are properly grieved as a result of a specific provision of this
25 agreement.
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ARTICLE IV: HOLIDAYS

The County shall observe the following as paid holidays:

COMMONLY CALLED:

First day of January	New Year's Day
12th of February	Lincoln's Birthday
Third Monday of February	Washington's Birthday
Last Monday of May	Memorial Day
Fourth day of July	Independence Day
First Monday of September	Labor Day
11th day of November	Veteran's Day
Fourth Thursday of November	Thanksgiving Day
Friday following the fourth Thursday in November	
25th day of December	Christmas Day

All employees shall take holidays on the day of observance unless their work schedule requires otherwise for continuity of service, in which event, they shall be paid one and one-half (1-1/2) times the regular pay for all hours worked on the holiday in addition to holiday pay.

In addition to the above, each employee will have two (2) personal holidays. These holidays will be administered through the vacation plan and will be added on the first payday in October and November of each year.

ARTICLE V: VACATIONS

Section 1. Regular, full-time employees shall receive vacation benefits as indicated in the following table:

Years of Continuous Service	Monthly Vacation Credit	Equivalent Annual Vacation Credit	Maximum Vacation Accumulation Allowed
Upon completion of one (1) year of service		(80 hrs.) 10 days	
More than one (1) but less than three (3) years of continuous service	(6.66 hrs.) .833 days	(80 hrs.) 10 days	(160 hrs.) 20 days
Less than twelve (12) years of continuous service			
More than three (3) years of continuous service	(10 hrs.) 1.25 days	(120 hrs.) 15 days	(240 hrs.) 30 days
Twelve (12) years or more of continuous service and over	(13.33 hrs.) 1.66 days	(160 hrs.) 20 days	(320 hrs.) 40 days

For purposes of this section, one (1) day of vacation pay shall be computed as 1/261 of the employee's annual salary in effect at the time of vacation or upon termination, and for payroll purposes, a year shall be considered to contain 2,088 hours. (Thereby, annual salary divided by 2,088 will result in the hourly rate for purposes of this section.)

Section 2. Employees with one or more continuous years of service shall accrue vacation benefits monthly.

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

1 If a regular, part-time employee normally works four hours
2 per day in a department that normally works eight hours per day,
3 then the part-time employee would be granted four-eighths of the
4 vacation benefit allowed a full-time staff member with an equiva-
5 lent number of years service.

6 Section 4. No person shall be permitted to work for compen-
7 sation for the County in any capacity during the time when vaca-
8 tion benefits are being drawn.

9 Section 5. Vacation may be used in one-hour increments at
10 the discretion of the department director or his appointed desig-
11 nee.

12 Section 6. Upon termination for any reason, the employee
13 will be paid for unused vacation credits up to the maximum allow-
14 able accumulated vacation.

15 Section 7. Extra help employees will not be granted
16 vacation benefits.

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

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

27 Section 10. Employees may continue to accrue additional
28 vacation beyond the maximum specified herein if, as a result of

1 cyclical workloads or work assignments, accrued vacation will be
2 lost. Employees who leave King County employment for any reason
3 will be paid for their unused vacation up to the maximum
4 specified herein. Employees shall forfeit the excess accrual
5 prior to December 31st of each year.

6 Section 11. In accordance with past practice, vacation
7 shall be granted on a seniority basis within each shift, squad or
8 unit and shall be taken at the request of the employee with the
9 approval of the Division Commander. Employees who are transferred
10 involuntarily, and who have already had their vacation request
11 approved by their Division Commander will be allowed to retain
12 that vacation period regardless of their seniority within the
13 new shift, squad or unit to which they are transferred.

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1 ARTICLE VI: SICK LEAVE

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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
8 (3) working days, provided, however, that discipline resulting
9 in suspension not exceeding ten (10) working days shall not serve
10 to reduce 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
16 the month.

17 Section 4. Extra help employees receive no sick leave
18 benefits.

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

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

1 Section 7. Sick leave may be used in one-hour increments
2 at the discretion of management.

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

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

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

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

17 Section 12. Sick leave because of an employee's physical
18 incapacity will not be approved when the injury is directly
19 traceable to simultaneous employment other than with the County
20 of King, unless performing his responsibilities as a Police
21 Officer.

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

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

6 Section 15. Sick leave taken will be exempt from Social
7 Security 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
11 members of their immediate family.

12 b. Regular, full-time employees who have exhausted their
13 bereavement leave, shall be entitled to use sick leave in the
14 amount of three (3) working days for each instance when death
15 occurs to a 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
19 may be authorized for the employee to be at the hospital on the
20 day of the birth of his child.

21 d. In cases of family care where no sick leave benefit
22 exists, 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
25 period of absence, it shall not be charged.

1 ARTICLE VII: WAGE RATES
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3 Section 1. Wage rates shall be in accordance with the job
4 classifications as listed in Addendum A.

5 Section 2. Qualified personnel assigned to the Bomb
6 Disposal Squad on a full-time basis shall be compensated an
7 additional ten per cent (10%) per month of the Patrolman I,
8 Step 1 rate for all time while so assigned.

9 Section 3. Employees assigned as Detectives or Investigators
10 will receive an additional five per cent (5%) per month of the
11 Patrolman I, Step 1 rate while so assigned. This premium will be
12 discontinued upon implementation of the educational incentive
13 program as described in Addendum A.

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

17 Section 5. Employees assigned as Skin Divers continuously
18 for at least one full month will receive an additional three
19 per cent (3%) per month of the Patrolman I, Step 1 rate while so
20 assigned.

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1 ARTICLE VIII: OVERTIME

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

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

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

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

25 Section 5. Off duty court time shall be compensated at
26 time and one-half. Off duty court time occurring on a regularly
27 scheduled furlough day shall be compensated at a minimum of
28 two and one-half (2-1/2) hours; said time to be computed from

1 the time the officer leaves his home for court, including any
2 time spent securing evidence or other material necessary for the
3 court appearance, to the time he/she returns to his/her home,
4 such time to be computed using the most direct route available.

5 Second shift employees shall be compensated at a minimum of
6 two and one-half (2-1/2) hours for morning court at time and
7 one-half; said time to be computed from the time the officer
8 leaves his home for court, including any time spent securing
9 evidence or other material necessary for the court appearance,
10 to the time he/she returns to his/her home, such time to be
11 computed using the most direct route available.

12 Third shift employees shall be compensated at a minimum of
13 two and one-half (2-1/2) hours for morning and afternoon court
14 at time and one-half; said time to be computed from the time
15 the officer leaves his/her home for court, including any time
16 spent securing evidence or other material necessary for the
17 court appearance, to the time he/she returns to his/her home,
18 such time to be computed using the most direct route available.

19 Section 6. In those instances where the provisions of
20 Section 5 are not directly applicable, the following procedure
21 shall be used.

22 a. If an employee has court attendance on a regularly
23 scheduled work day and his/her scheduled shift begins or ends
24 more than two (2) hours from the time he/she attends court,
25 he/she will be compensated at a minimum of two and one-half
26 (2-1/2) hours at time and one-half; said time to be computed
27 from the time the officer leaves his/her home for court,
28 including any time spent securing evidence or other material

1 necessary for the court appearance, to the time he/she returns
2 to his/her home, such time to be computed using the most direct
3 route available.

4 b. If an employee has court attendance on a regularly
5 scheduled work day, and his/her scheduled shift begins or ends
6 less than two hours from the time that he/she attends court,
7 he/she will be compensated at the overtime rate for the period
8 from the beginning of court attendance until the start of his/her
9 scheduled shift, or from the end of his/her scheduled shift
10 until the end of court attendance, whichever applies. In
11 these two situations employees will not be paid travel time for
12 the distance to or from work; however, if court attendance
13 occurs before the employee's scheduled shift and the distance to
14 court is further than the employee would normally drive to their
15 assigned precinct; or if an employee must obtain evidence or
16 other material necessary to the court appearance, which requires
17 travels in excess of the normal distance they would drive to
18 their assigned precinct, the following procedure shall be used:
19 The employee will drive to his/her assigned precinct, obtain a
20 county vehicle and use that vehicle to travel to court or pick
21 up evidence, etc. In these instances overtime compensation
22 will begin at the time the employee arrives at the precinct
23 and picks up a county vehicle. Similarly, if court attendance
24 occurs after the employee's scheduled shift and he/she must
25 return evidence or other material that was pertinent to the
26 case, he/she will use a county vehicle and will be paid the
27 overtime rate until he/she is finished returning the evidence
28 and has arrived at his/her assigned precinct.

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Section 7. The current King County mileage rate will not be paid for attendance at King County Courts.

Section 8. Employees attending court will be compensated at the overtime rate for fifteen (15) minutes prior to the time stated on the subpoena. Any time spent in excess of this fifteen (15) minute period must be authorized by the prosecutor in the space provided on the Department overtime request form.

Section 9. For the purpose of calculating overtime compensation, an employee's work week shall be defined as beginning with the first day of work after a furlough day and continuing for a total of seven (7) consecutive days. Also, the work day shall be defined as beginning with the first hour of work and continuing for a total of twenty-four (24) consecutive hours. Provided, the above provisions will not apply during normal quarterly shift rotation or in bona fide emergency situations.

1 ARTICLE IX: HOURS OF WORK

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

6 Section 2. The establishment of reasonable work schedules
7 and starting times is vested solely within the purview of
8 department management and may be changed from time to time
9 provided a two (2) week prior notice of change is given, except
10 in those circumstances over which the department cannot exercise
11 control. In the exercise of this prerogative, department
12 management will establish schedules to meet the dictates of the
13 workload, however, nothing contained herein will permit split
14 shifts.

15 Section 3. With management approval, work schedules may
16 be altered upon written request of the employee.

17 Section 4. Reassignments and/or shift changes shall be in
18 accordance with the provision of Section 4.1.15 of the
19 Department Manual as of August 1, 1974.
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1 ARTICLE X: MEDICAL, DENTAL AND LIFE INSURANCE PROGRAMS

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3 King County presently participates in group medical, dental
4 and life insurance programs. The County agrees to maintain
5 participation in those plans and pay premiums as negotiated
6 by the insurance committee.

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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 of
5 all of his time shall be given leave of absence up to one (1)
6 year 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
9 at the current rate of thirteen cents (13¢) per mile.

10 Section 3. Employees who are directly involved with
11 proceedings before the Civil Service Commission may be allowed
12 to attend without loss of pay provided prior permission is
13 granted by the 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
16 attend negotiating meetings with the County provided, however,
17 that the total cumulative time expended during negotiations
18 does not exceed two (2) man hours at County expense for every
19 one (1) hour of negotiations, and provided further, that prior
20 approval is granted by the department director.

21 Section 5. The Department Administration shall afford
22 Union representatives a reasonable amount of time while on
23 on-duty status to consult with appropriate management officials
24 and/or aggrieved employees, provided that the Union representa-
25 tive and/or aggrieved employees contact their immediate super-
26 visors, indicate the general nature of the business to be
27 conducted, request necessary time without undue interference
28 with assignment duties. Time spent on such activities shall

1 be recorded by the Union representative on a time sheet provided
2 by the supervisor. Union representatives shall guard against
3 use of excessive time in handling such responsibilities.

4 Section 6. Employees who suffer a loss or damage, in the
5 line of duty, to personal property and/or clothing, will have
6 same repaired or replaced at department expense.

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

9 Section 8. The Department will make available up to fifty
10 (50) rounds of practice ammunition per month for each Officer
11 provided the Officer uses this ammunition at the Department
12 range under supervised conditions on the Officer's own time at
13 the Officer's own expense. The Officer will turn in the used
14 brass after each practice.

15 Section 9. Employees shall have the right to examine their
16 personal history file upon request during normal business hours.

17 Section 10. All commissioned officers hired after January 1,
18 1974, shall be furnished required uniforms and equipment.

19 Commissioned officers hired prior to January 1, 1974, shall be
20 furnished all replacement items of uniforms and equipment on an
21 as needed basis.

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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
5 continued good employee relations and morale and to this end the
6 following procedure is outlined. To accomplish this, every
7 effort will be made to settle grievances at the lowest possible
8 level of supervision.

9 Employees will be unimpeded and free from restraint, inter-
10 ference, coercion, discrimination or reprisal in seeking adjudica-
11 tion 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
18 aggrieved employee, and his representative if the employee
19 wishes, within 14 calendar days of the occurrence of such
20 grievance, to the employee's immediate foreman or supervisor.
21 The immediate foreman or supervisor shall gain all relevant facts
22 and shall attempt to adjust the matter and notify the employee
23 within three working days. If a grievance is not pursued to
24 the next level within three working days, it shall be presumed
25 resolved.

26 Step 2 - If, after thorough discussion with the immediate
27 foremen or supervisor, the grievance has not been satisfactorily
28 resolved, the employee and his representative shall reduce the

1 grievance to writing, outlining the facts as they are understood.
2 The written grievance shall then be presented to the division
3 manager for investigation, discussion and written reply. The
4 division manager shall make his written decision available to
5 the aggrieved employee within ten working days. If the grievance
6 is not pursued to the next higher level within five working days,
7 it shall be presumed resolved.

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

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

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

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

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

24 The arbitrator's fee and expenses and any court reporter's
25 fee and expenses shall be borne equally by both parties. Each
26 party shall bear the cost of any witnesses appearing on that
27 party's behalf.
28

1 No matter may be arbitrated which the County by law has no
2 authority over, has no authority to change, or has been delegated
3 to any civil service commission or personnel board as defined in
4 Chapter 108, Extraordinary Session, 1967, Laws of the State of
5 Washington.

6 There shall be no strikes, cessation of work or lockout
7 during such conferences or arbitration.

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

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

14 Section 4. In those instances where disciplinary action is
15 executed on reasonable evidence of the commission of a crime,
16 and the discipline involves termination of the employee, Step 4
17 (4) of the Grievance Procedure will be initiated immediately,
18 and the Personnel Manager or his designee shall convene the
19 appropriate committee within five (5) working days of the
20 termination date.

21 Section 5. Inasmuch as this is an Agreement between the
22 County and the Union, no individual may, without Union
23 Concurrence, 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.

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ARTICLE XIV: EQUAL EMPLOYMENT OPPORTUNITY

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
2

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

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1 ARTICLE XVI: WORK STOPPAGES AND EMPLOYER PROTECTIONS
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3 Section 1. The employer and the signatory organization
4 agree that the public interest requires efficient and uninter-
5 rupted performance of all County services, and to this end pledge
6 their best efforts to avoid or eliminate any conduct contrary to
7 this objective. Specifically, the signatory organization shall
8 not cause or condone any work stoppage, including any strike,
9 slowdown, or refusal to perform any customarily assigned duties,
10 sick leave absence which is not bonafide, or other interference
11 with County functions by employees under this Agreement and
12 should same occur, the signatory organization agrees to take
13 appropriate steps to end such interference. Any concerted
14 action by any employees in any bargaining unit shall be deemed
15 a work stoppage if any of the above activities have occurred.

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

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

- 28 1. Discharge.

1 2. Suspension or other disciplinary action as may be
2 applicable to such employee.
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1 ARTICLE XVII: WAIVER CLAUSE
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3 The parties acknowledge that each has had the unlimited
4 right within the law and the opportunity to make demands and
5 proposals with respect to any matter deemed a proper subject
6 for collective bargaining. The results of the exercise of that
7 right and opportunity are set forth in this Agreement. There-
8 fore, the County and the signatory organization, for the duration
9 of this Agreement, each agree to waive the right to oblige the
10 other party to bargain with respect to any subject or matter
11 not specifically referred to or covered in this Agreement.
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1 ARTICLE XVIII: UNEMPLOYMENT COMPENSATION
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3 King County will continue to provide a self-insured form of
4 unemployment compensation effective with the Union's approval.

5 The Unemployment Compensation will meet the following criteria:

6 1. Provide coverage for all full-time regular employees
7 who have completed their probationary period; except that the
8 foregoing 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
12 program must provide evidence of actively seeking employment.

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

16 5. Employees receiving unemployment benefits from a non-
17 County program shall not be eligible to receive benefits from
18 King County under this program.

19 6. In the event that legislation is enacted which requires
20 County participation in the State regulated unemployment program,
21 the provisions of this article become null and void.
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1 ARTICLE XIX: 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.

1 ARTICLE XX: TRANSFERS
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3 Section 1. Employees may submit written requests for
4 transfer or re-assignment to another division, shift, squad or
5 unit and such requests shall be given full consideration by
6 the Department.

7 Section 2. When an employee is transferred or reassigned
8 involuntarily and such transfer or reassignment produces
9 significant hardship on the employee or his/her family due to
10 excess travel time, expense, or other factors, the Department
11 will give full consideration to these factors and respond to
12 viable alternatives proposed by the employee or the union with
13 written justification for the transfer.

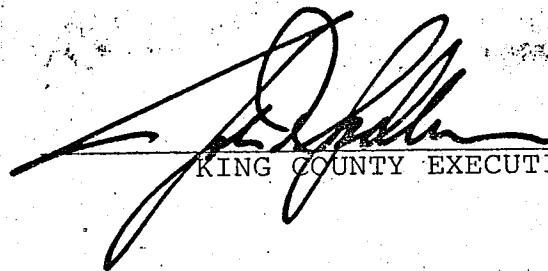
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1 ARTICLE XXI: DURATION

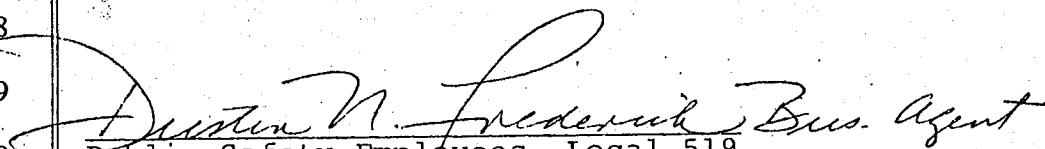
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3 This Agreement and each of its provisions shall become
4 effective on January 1, 1977, and shall continue in full force
5 and effect through December 31, 1978, with a midterm reopener
6 at the request of either party restricted to compensation
7 provisions subject to the provisions of R.C.W. 41.56.

8 Contract negotiations for 1979 may be initiated by either
9 party providing to the other, written notice of its intention
10 to do so not less than thirty (30) days prior to August 1, 1978.

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12 APPROVED this _____ day of _____, 1977.

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15 _____
16 KING COUNTY EXECUTIVE

17 SIGNATORY ORGANIZATION:

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21 Public Safety Employees, Local 519

ADDENDUM A

Section 1: Effective January 1, 1977, through midnight, December 31, 1977, wage rates shall be in accordance with the following schedule:

	<u>Start</u>	<u>12 Mos.*</u>	<u>24 Mos.*</u>	<u>36 Mos.*</u>	<u>54 Mos.*</u>
Police Officer	\$1115.25	\$1213.83	\$1269.65	\$1323.10	\$1391.98
Sergeant	\$1494.13	\$1544.01	\$1599.83		
Lieutenant	\$1684.16	\$1762.55	\$1840.94		

*All step increases are based upon satisfactory performance during previous service.

Section 2. Longevity/Education Incentive. Effective May 1, 1977, employees covered by the agreement shall receive longevity/education incentive payment in accordance with the following schedule.

		MINIMUM YEARS OF LAW ENFORCEMENT EXPERIENCE													
		2	3	4	5	6	7	8	9	10	11	12	13	14	
L E V E L O F E D U C A T I O N	Police Academy i.e. (prior longevity program)				1%	2%	3%	4%	5%	6%	7%	8%	9%	10%	
	Associate Degree			2%	3%	4%	5%	6%	7%	8%	9%	10%	11%	12%	
	Bachelor's Degree		3%	4%	5%	6%	7%	8%	9%	10%	11%	12%	13%	14%	
	Master's Degree	4%	5%	6%	7%	8%	9%	10%	11%	12%	13%	14%	15%	16%	

NOTE: The above percentage rates are based upon the starting police officer rate.

1 In order to determine the percentage rate that an individual
 2 employee is eligible to receive, first use the table to locate
 3 the minimum years of law enforcement experience, then move down
 4 the table until you reach the appropriate educational level of
 5 the specific employee. The percentage rate listed in the box
 6 is the total amount of incentive pay. For example, an employee
 7 with seven (7) years of service who has an Associate Degree
 8 would receive incentive pay equal to 5% of the starting police
 9 officer rate.

10 Longevity/Education incentive shall be paid beginning from
 11 the first of the month following the month in which the employee
 12 first qualifies for the program. Qualification will be based
 13 upon completion of a minimum number of years of experience and
 14 education level, plus a review and approval of the employee's
 15 degree by the joint committee established in accordance with the
 16 1977 arbitration award.

17 In the application of this section for 1977:

18	1% of a starting Police Officer rate =	\$11.15
19	2% of a starting Police Officer rate =	\$22.31
20	3% of a starting Police Officer rate =	\$33.46
21	4% of a starting Police Officer rate =	\$44.61
22	5% of a starting Police Officer rate =	\$55.76
23	6% of a starting Police Officer rate =	\$66.92
24	7% of a starting Police Officer rate =	\$78.07
25	8% of a starting Police Officer rate =	\$89.22
26	9% of a starting Police Officer rate =	\$100.37
27	10% of a starting Police Officer rate =	\$111.53
28	11% of a starting Police Officer rate =	\$122.68

1 12% of a starting Police Officer rate = \$133.83

2 13% of a starting Police Officer rate = \$144.98

3 14% of a starting Police Officer rate = \$156.14

4 15% of a starting Police Officer rate = \$167.29

5 16% of a starting Police Officer rate = \$178.44

6 Section 3: Standby. The employer and the Union agree that
7 the use of off-duty standby time shall be minimized consistent
8 with sound law enforcement practices and the maintenance of
9 public safety. Off-duty standby assignments shall be for a
10 fixed pre-determined period of time. Employees formally placed
11 on off-duty standby status for unusual occurrences shall be
12 compensated on the basis of 50% of straight time pay. If the
13 employee is actually called back to work the off-duty standby
14 premium shall cease at that time. Thereafter, normal overtime
15 rules shall apply. Personnel assigned County vehicles shall
16 not be deemed as being on standby status unless specifically
17 assigned to standby status.

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ADDENDUM BDEFINITIONS

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.