

INTRODUCED BY RON SIMS

PROPOSED NO. 90 - 193

ORDINANCE NO. 9355

1  
2 AN ORDINANCE approving and adopting the  
3 Memorandum of Agreement negotiated by and bet-  
4 ween Seattle-King County Health Department and  
5 the International Federation of Professional  
6 and Technical Engineers, Local 17 - Health  
7 Department Employees; and establishing the  
8 effective date of said Agreement.

9  
10 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

11 SECTION 1. The Memorandum of Agreement negotiated between  
12 Seattle-King County Health Department and the International  
13 Federation of Professional and Technical Engineers, Local 17 -  
14 Health Department Employees and attached hereto is hereby  
15 approved and adopted and by this reference made a part hereof.

16 SECTION 2. Terms and conditions of said agreement shall be  
17 effective from September 1, 1989, until superceded by a  
18 Collective Bargaining Agreement.

19 INTRODUCED AND READ for the first time this 26<sup>th</sup> day of  
20 February, 1990.

21 PASSED this 12<sup>th</sup> day of March, 1990.

22 KING COUNTY COUNCIL  
23 KING COUNTY, WASHINGTON

24 Lois North  
25 Chair

26 ATTEST:

27 Gerald G. Peterson  
28 Clerk of the Council

29 APPROVED this 23<sup>rd</sup> day of March, 1990.

30 Jim Hill  
31 King County Executive

32 conl3:C-17P-OR  
33

MEMORANDUM OF AGREEMENT

FOR

9355

SEATTLE-KING COUNTY HEALTH DEPARTMENT

(City of Seattle and King County, as a Joint Employer)

AND

I.F.P.T.E., LOCAL 17

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This Memorandum of Agreement (Agreement) is intended to set forth the terms and conditions which shall be applicable to those Seattle-King County Health Department employees (whether employed by the City of Seattle or by King County) who are currently or will be members of I.F.P.T.E., Local 17 on or after August 31, 1989, that date being the expiration date of the current collective bargaining agreements between the City of Seattle and I.F.P.T.E., Local 17 (Professional/Technical and Administrative Support Agreements). For purposes of this Agreement the term "Employer" refers to the City of Seattle and King County as a joint employer, pursuant to the terms of the 1984 Interlocal Agreement executed between King County and the City of Seattle (County Motion No. 6129 and City Ordinance No. 111994). The term "Union" shall refer to the International Federation of Professional and Technical Engineers (I.F.P.T.E.),

WHEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. All terms of this Agreement are effective September 1, 1989 and remain in effect until and unless superceded by a collective bargaining agreement duly executed by the Union and the Employer.
2. The Union agrees to modify the scope of the current City of Seattle bargaining units (specifically the Professional, Technical, Senior Professional and Administrative Support units) to exclude any and all employees of the Seattle-King County Health Department (Health Department). All Health Department employees who are represented by the Union, under its collective bargaining agreements with the City of Seattle which expire on August 31, 1989, will constitute a new collective bargaining unit to be hereafter known as "Seattle-King County Health Department Unit" and which will recognize the City of Seattle and King County as the Joint Employer for purposes of collective bargaining and administration of any subsequent collective bargaining agreements. The terms and provisions of the current collective bargaining agreements with the City of Seattle which expire on August 31, 1989 shall continue to remain in full force and effect during the course of collective bargaining until and unless superceded by the terms of this Agreement and/or a new Collective Bargaining Agreement exclusively covering Local 17 members in the Health Department.

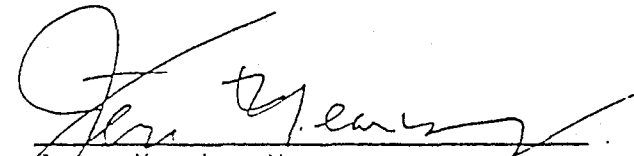
3. The Employer agrees to voluntary recognition of the Union as the exclusive collective bargaining representative for all Health Department employees (whether employed by the City of Seattle or King County) whose job classifications and/or assignment levels are listed in Appendix A.
4. The Health Department may assign employees to perform leadworker duties and receive leadworker compensation pursuant to the terms of Sections 34.65 and 70.60, King County Administrative Guidelines for Career Service. See, Appendix B.
5. The Employer agrees to adjust the base salaries for the following classifications as set forth below:

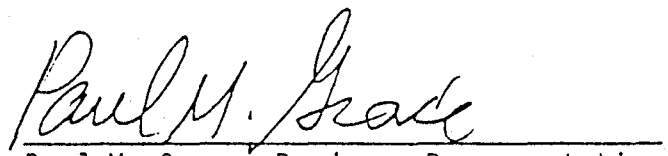
Mos of Service	0-6	7-18	19-30	31-42	43-54	55-66
Environmental Health Specialist, Senior	14.21	14.77	15.36	16.01	16.61	<u>17.30</u>
Environmental Health Supervisor	16.44	17.07	17.74	<u>18.41</u>	<u>19.00</u>	<u>19.76</u>

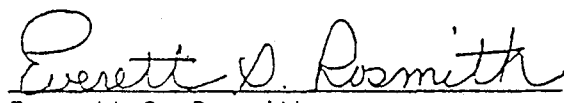
[NOTE: Underlined steps are the adjusted rates]

6. Nothing in this Agreement will preclude the Union from proposing additional adjustments to the salaries of the classification listed in Section 5, above. This, however, does not require or commit the Employer to agree to any additional adjustments at a future date.
7. Upon receipt of a fully executed copy of this Memorandum of Agreement, King County will withdraw its Petitions for Unit Clarification (PERC No. 8067-C-89-0444 and no. 8067-C-89-0446) currently pending before the Public Employment Relations Commission. The City of Seattle will advise PERC of its concurrence with the withdrawal of those Petitions.

Dated this 18<sup>th</sup> day of October, 1989.

  
James Yearby, Manager  
King County Personnel Division

  
Paul M. Grace, Business Representative  
I.F.P.T.E., Local 17

  
Everett S. Rosmith  
Director of Personnel  
City of Seattle

APPENDIX A

CLASSIFICATIONS AND/OR ASSIGNMENT LEVELS COVERED BY THE MEMORANDUM OF AGREEMENT BETWEEN THE SEATTLE-KING COUNTY HEALTH DEPARTMENT (City of Seattle and King County, as a Joint Employer) AND I.F.F.T.E., LOCAL 17:

9355

Effective September 1, 1988, the classifications of work and the hourly rates of pay for each classification covered by this Agreement shall be as follows:

CLASSIFICATION	HOURLY RATES OF PAY					
	STEP A 00-06M	STEP B 07-18M	STEP C 19-30M	STEP D 31-42M	STEP E 43-54M	STEP F 55-66M
✓ ACCOUNTING SUPPORT ASSISTANT	\$8.83	\$9.17	\$9.52	\$9.92	\$9.92	\$9.92
✓ ACCOUNTING TECHNICIAN I	\$9.72	\$10.08	\$10.49	\$10.87	\$10.87	\$10.87
✓ ACCOUNTING TECHNICIAN II	\$10.28	\$10.69	\$11.06	\$11.51	\$11.51	\$11.51
✓ ACCOUNTING TECHNICIAN III	\$11.51	\$11.96	\$12.43	\$12.93	\$12.93	\$12.93
✓ ADMINISTRATIVE SPECIALIST I	\$9.72	\$10.08	\$10.49	\$10.87	\$10.87	\$10.87
✓ ADMINISTRATIVE SPECIALIST II	\$10.28	\$10.69	\$11.06	\$11.51	\$11.51	\$11.51
✓ ADMINISTRATIVE SPECIALIST III	\$11.06	\$11.51	\$11.96	\$12.43	\$12.43	\$12.43
✓ ADMINISTRATIVE SUPPORT ASSISTANT	\$8.83	\$9.17	\$9.52	\$9.92	\$9.92	\$9.92
✓ DATA ENTRY OPERATOR	\$8.83	\$9.17	\$9.52	\$9.52	\$9.52	\$9.52
✓ ENVIRONMENTAL HEALTH SPECIALIST	\$13.16	\$13.66	\$14.21	\$14.77	\$15.36	\$15.36
✓ ENVIRONMENTAL HEALTH SPECIALIST, SA	\$14.21	\$14.77	\$15.36	\$16.01	\$16.61	\$17.30
✓ ENVIRONMENTAL HEALTH SVCS SUPERVISOR	\$16.44	\$17.07	\$17.74	\$18.41	\$19.00	\$19.76
✓ HEAT INSPECTOR	\$12.78	\$13.28	\$13.89	\$14.36	\$14.90	\$14.90

## CLASSIFICATION

## HOURLY RATES OF PAY

	STEP A 00-06M	STEP B 07-18M	STEP C 19-30M	STEP D 31-42M	STEP E 43-54M	STEP F 55-66M
✓ MICROBIOLOGIST	\$11.51	\$11.96	\$12.43	\$12.93	\$13.41	\$13.41
✓ MICROBIOLOGIST, SR	\$13.16	\$13.68	\$14.21	\$14.77	\$15.36	\$15.36
✓ NEIGHBORHOOD HEALTH INSPECTOR	\$11.28	\$11.74	\$12.21	\$12.67	\$13.16	\$13.16
OFFICE AIDE	\$7.14	\$7.41	\$7.73	\$7.73	\$7.73	\$7.73
OFFICE ASSISTANT	\$7.41	\$7.73	\$8.02	\$8.33	\$8.65	\$8.65
✓ PUBLIC HEALTH EDUCATOR	\$13.93	\$14.49	\$15.06	\$15.67	\$16.30	\$16.30
✓ PUBLIC HEALTH LABORATORY ASSISTANT	\$8.33	\$8.65	\$9.00	\$9.33	\$9.72	\$9.72
✓ PUBLIC HEALTH LABORATORY ASSISTANT, SR	\$9.72	\$10.08	\$10.49	\$10.87	\$11.28	\$11.28
PUBLIC HEALTH LABORATORY TECHNICIAN	\$9.33	\$9.72	\$10.08	\$10.49	\$10.88	\$10.88
✓ SOCIAL WORKER	\$13.17	\$13.67	\$14.21	\$14.77	\$15.36	\$15.36
✓ X-RAY TECHNICIAN	\$9.52	\$9.92	\$10.28	\$10.69	\$11.06	\$11.06
X-RAY TECHNICIAN, SR	\$11.06	\$11.51	\$11.96	\$12.43	\$12.93	\$12.93

NOTE: Inclusion of the underlined steps (F, and D,E,F respectively) for the classifications of Environmental Health Specialist, Senior, and Environmental Health Supervisor will become effective September 1, 1989 provided the proposed Memorandum of Agreement is duly executed by all parties.

Source: King County Administrative Guidelines for Career Service

35.65 Assignment of Lead-worker Duties:

Whenever an employee who is performing the same duties as other employees in that classification is assigned limited supervisory duties, such as distribution of work assignments, maintaining a balanced work load among a group and keeping a record of work, production, or attendance over employees in the same classification or a classification having the same entrance salary, and which duties do not justify reallocation to a supervisory classification the appointing authority may request the Manager to designate the employee as a "Lead-worker." The "Lead-worker" performs work under the direction of a supervisor of a higher level who may not be present to give constant supervision to the work because of duties and assignments performed in other areas. Assignment as "Lead-worker" shall not confer on an employee any privilege, right of appeal, or right of position, transfer, demotion, promotion or reinstatement. Assignments may be revoked at any time at the sole discretion of the appointing authority. Any position allocated to a classification with the concept of "Lead-worker" is excluded from the provisions of this section.

70.60 Salary For Lead-worker Duty Assignment:

An employee in a position designated as "Lead-worker" is eligible for additional compensation above the regular rate to a maximum of five percent. This additional compensation shall not exceed the maximum of the salary range for the classification by an amount greater than five percent. At such time as the employee is removed from the position or the "Lead-worker" duties are removed therefrom, the employee's compensation shall revert to the employee's regular rate.