

September 8, 1997
19000197

Introduced by GREG NICKELS
Larry Gossett...

Proposed No. 97-550.....

ORDINANCE NO. **12867**

AN ORDINANCE approving and adopting a Memorandum of Understanding negotiated by and between King County and Public Safety Employees Local 519, representing employees who are members of the Non-Commissioned Employees Bargaining Unit in the Department of Adult Detention; Department of Public Health (Cedar Hills and North Rehabilitation Facilities); Department of Public Safety (excluding Communication Center employees and Special Detention Attendants at NRF); and establishing the effective date of said Agreement.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. The Memorandum of Understanding negotiated between King County and Public Safety Employees, Local 519, representing employees who are members of the Non-Commissioned Employees Bargaining Unit in the Department of Adult Detention; Department of Public Health (Cedar Hills and North Rehabilitation Facilities), Department of Public Safety (excluding Communication Center employees and Special Detention Attendants at NRF) and attached hereto is hereby approved and adopted by this reference made a part hereof.

SECTION 2. Terms and conditions of said agreement shall be effective from May 1, 1997, through and including December 31, 1997.

INTRODUCED AND READ for the first time this 8th day of

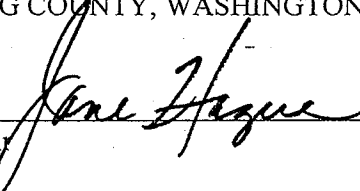
September, 19 97

PASSED by a vote of 13 to 0 this 15th day of

September, 19 97

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Chair

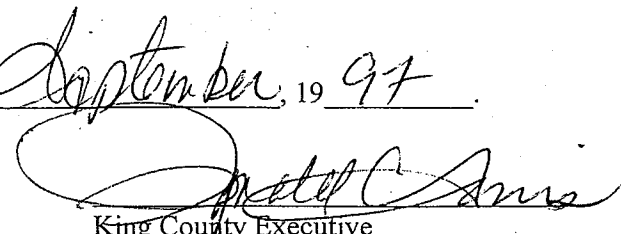


ATTEST:



Clerk of the Council

APPROVED this 26 day of September, 19 97



King County Executive

Attachment:

Memorandum of Understanding

Agreement between
King County
and
Public Safety Employees, Local 519
concerning
NON-COMMISSIONED EMPLOYEES
Bargaining Unit

97-550

12867

The parties, King County represented by Deborah Bellam, and PSE, Local 519 represented by Dustin Frederick, having negotiated in good faith over several benefit and contract related issues and having reached agreement and concluded such negotiations, here by agree to make the following changes to benefits, wages, and contract language to the above referenced bargaining unit.

1. Employees in this bargaining unit will receive the "New King County" vacation schedule for all bargaining unit members effective May 1, 1997. This vacation schedule is the revised schedule to be passed into ordinance by King County Council in 1996, a copy of which is attached to this agreement and hereby incorporated by reference. Such schedule replaces existing contract language in Article 5, Section 1. "Grandfathering" will occur consistent with the ordinance.
2. Employees in this bargaining unit will receive the "New King County" sick leave plan provisions that provide for a thirty-five percent (35%) cashout rate and deletion of the thirty (30) day cashout cap. These provisions are effective for all bargaining unit members May 1, 1997, and are contained in the revised ordinance expected to be passed by King County Council in 1996, a copy of which is attached to this agreement and hereby incorporated by reference. These provisions replace existing contract language in Article 6, Section 1, and Section 10.
3. Article 5, Section 6, Maximum Payment Upon Termination: The parties agree that the following language be deleted "...provided.... or be lost," consistent with attached language.

4. Article 8, Section 1, Overtime: The parties agree that the "Actual hours worked" language is clarified to exclude both sick leave and unpaid leave, consistent with the FLSA. See attached language.

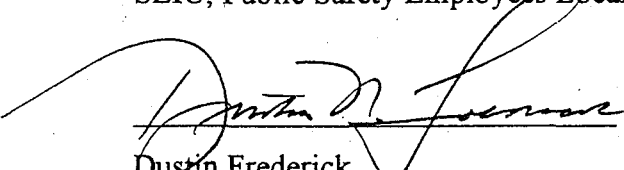
5. Biweekly Pay - The parties agree to the attached language.


This Agreement constitutes an addendum to the 1995 through 1997 Collective Bargaining Agreement and thus effective through December 31, 1997.

I agree to the above terms on behalf of:

SEIU, Public Safety Employees Local 519

King County


Dustin Frederick
Business Manager


Lin Schnell
Labor Relations Manager

Dated 2nd day of May, 1997.

Dated 9th day of June, 1997.

12867

1 ARTICLE 3: RIGHTS OF MANAGEMENT

2
3 It is recognized that the Employer retains the right to manage the affairs of the County and to
4 direct the work force. Such functions of the Employer include, but are not limited to:

- 5 a) determine the mission, budget, organization, number of employees, and internal
6 security practices of the Department;
- 7 b) recruit, examine, evaluate, promote, train, transfer employees of its choosing, and
8 determine the time and methods of such action, discipline, suspend, demote, or dismiss employees for
9 just cause. When a transfer is used as a disciplinary sanction, it shall be subject to the grievance
10 procedure and just cause provisions of Article 12;
- 11 c) assign and direct the work force;
- 12 d) develop and modify class specifications;
- 13 e) determine the method, materials, and tools to accomplish the work;
- 14 f) designate duty stations and assign employees to those duty stations;
- 15 g) reduce the work force;
- 16 h) establish reasonable work rules;
- 17 i) assign the hours of work;
- 18 j) take whatever actions may be necessary to carry out the Department's mission in case
19 of emergency.

20
21 In prescribing policies and procedures relating to personnel and practices, and to the
22 conditions of employment, the Employer will comply with state law to negotiate or meet and confer,
23 as appropriate. However, the parties agree that the Employer retains the right to implement any
24 changes to policies or practices that are not mandatory subjects of bargaining.

25 All of the functions, rights, powers, and authority of the Employer not specifically abridged, deleted,
26 or modified by this Agreement are recognized by the Union as being retained by the Employer.

27 The right to define and implement a new biweekly payroll system, is vested exclusively in
28 King County. Implementation of such system may include a conversion of wages and leave benefits

1 into hourly amounts and the parties recognize King County's exclusive right to make the changes
2 necessary to implement such payroll system

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1 ARTICLE 5: VACATIONS

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3 Section 1. Accrual - 40 Hour Employees: Regular full time employees working 40 hours per week, shall receive vacation benefits as indicated in the following table:

4

5 Years of Continuous Service	6 Monthly Vacation Credit	7 Equivalent Annual Vacation Credit	8 Maximum Vacation Accumulation Allowed
9 Upon completion of one (1) year of service		(80 hrs) 10 days	
10 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
11 Less than twelve (12) years of continuous service. More than (3) years of continuous service	(10 hrs) 1.25 days	(120 hrs) 15 days	(240 hrs) 30 days
12 Twelve (12) years or more of continuous service and over	(13.33 hrs) 1.66 days	(160 hrs) 20 days	(320 hrs) 40 days

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21 Section 6. Maximum Payment Upon Termination: Upon termination for any reason, the
22 employee will be paid for unused vacation credits up to a maximum allowable accumulated vacation;
23 provided that PERS I employees shall not receive payment for more than 240 hours at retirement.
24 Accrued amounts in excess of 240 hours must be used prior to the date of retirement or be lost.
25 Vacation payoff shall be calculated by utilizing the employee's base wages as set forth in Addendum
26 "A" and shall also include longevity incentive pay for those who receive it. The hourly rate shall be
27 determined by dividing the annual rate of pay by the number of work hours in that year.
28

1 ARTICLE 8: OVERTIME

2
3 **Section 1. Overtime:**

4 Overtime shall be payable after working 40 hours in a week.

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Hours Per Day	Hours Per Week	Hours Per Month
8.0	40	174
7.5	37.5	163
7.0	35	152

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10 Overtime shall be paid at one and one-half (1 1/2) times the employee's regular rate calculated
11 using their actual hours worked. "Actual hours worked" is defined as including vacation and
12 excluding both sick leave and all unpaid leave.

13 **Section 2. Callouts:** A minimum of four (4) hours at the overtime rate shall be allowed for
14 each call out. Where such overtime exceeds the minimum number of hours, the actual hours worked
15 shall be allowed at overtime rates. In addition, call out pay shall apply to employees subpoenaed to
16 court while on furlough or vacation.

17 (a) **Court Overtime Callouts:** A minimum of two (2) hours at the overtime rate shall be
18 allowed for each callout. Where such overtime exceeds two (2) hours, the actual hours worked shall
19 be allowed at the overtime rate. The provisions of this section apply only to callouts for the purposes
20 of testifying in court. If the session starts less than two (2) hours before or after the shift, it will be
21 considered a shift extension for court. employees will be compensated for the amount of time spent
22 before or after their shift.

23 (b) **Training:** In the event that the department requires an employee to attend a mandatory
24 training session, and such training is not directly before or after a shift or during a shift, then a two
25 hour minimum callout will be paid.

26 **Section 3. Overtime Authorization:** All overtime shall be authorized by the Department
27 Director or his/her designee in writing. Saturday and Sunday work is not overtime when it is a
28 regularly scheduled work day for the individual crew.

1 **Section 4. Emergency Work:** Emergency work at other than the normal scheduled working
2 hours, or special scheduled working hours not enumerated above, shall be credited as such. This
3 unscheduled and emergency overtime will be compensated as overtime, and in the event this overtime
4 work is accomplished prior to the normal working hours and the employee subsequently works
5 his/her regular shift, his/her regular shift shall be compensated at regular time.

6 **Section 5. Minimum Standards Set By Law:** If any provision of this article conflicts with
7 minimum standards established by RCW 49.46 then that provision shall be automatically amended to
8 provide the minimum standards.

9 **Section 6. Work Week:** For the purpose of calculating overtime compensation, an
10 employee's work week shall be defined as beginning with the first day of work after a furlough day
11 and continuing for a total of seven (7) consecutive days. Also, the work day shall be defined as
12 beginning with the first hour of work and continuing for a total of twenty-four (24) consecutive hours.
13 Provided, the above provisions will not apply during normal quarterly shift rotation or in bona fide
14 emergency situations. Provided that the work week/work day for employees in the Department of
15 Adult Detention is defined in Article 9, Section 5.

16 **Section 7. Compensatory Time:** An employee may request compensatory time in lieu of
17 overtime pay. Compensatory time shall be accrued on the basis of one and one-half times the hours
18 worked. No employee may accrue more than forty (40) hours of compensatory time at any given
19 time. The ability to use compensatory time shall be subject to normal vacation scheduling and at the
20 discretion of management. Employees must use all accrued compensatory time prior to termination.
21 There shall be no cash out of compensatory time. The employer agrees to publish documentation
22 requirements as part of its policy and procedures manual.

23 **Section 8. Voluntary Training:** Employees who request training on a voluntary basis will
24 not be paid for study time associated with said training, nor will overtime compensation be paid for
25 workdays that extend beyond the normal contractual workday if said workday is part of the normal
26 training schedule, provided, however, employees who are required to attend by the Department will
27 be paid overtime pursuant to the overtime provisions of this agreement.
28

12867

6/17/96
CAJ:cj
vac-cor

Introduced By: LARRY GOSSETT

Proposed No.: 96-510

ORDINANCE NO. **12422**

AN ORDINANCE related to personnel policies, correcting the vacation leave accrual schedule, clarifying vacation leave accrual for certain employees, continuing vacation leave restoration provisions for employees who resign or are laid off, correcting the sick leave accrual rate, and clarifying eligibility for military leaves of absence; and amending Ordinance 12014, Sections 19, 21 and 26.

PREAMBLE:

By Ordinance 12014, Section 19, the council adopted, *inter alia*, a vacation leave schedule for certain employees with the understanding that said schedule was the same as the vacation leave schedule previously adopted for the department of metropolitan services.

Subsequent to adoption of Ordinance 12014, the executive determined that the council had unintentionally been misinformed that the vacation leave schedule adopted by said ordinance was the same as the vacation leave schedule previously adopted for the department of metropolitan services and recommended that the council adopt an ordinance to correct the vacation leave schedule to correspond to the schedule that was represented to the council.

Adoption by the council of Ordinance 12014, Section 19, was based on representations that were not reflected in the provisions of said ordinance and said act of the council must be corrected to correspond to said representations and to accurately reflect the council's intent.

In correcting said vacation leave schedule as of the effective date of said schedule, the council intends that affected employees will have vacation leave benefits as of January 1, 1996 consistent with the representations made to the council during its consideration of Ordinance 12014.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. Ordinance 12014, Section 19, is hereby amended to read as follows:

Vacation leave. A. Beginning January 1, 1996, full-time regular employees shall accrue vacation leave benefits as described in and further qualified by this section.

((Length of Service))	((Annual Leave in Days Accrued per Year of Service))
((Upon hire through end of 4 years))	((12))
((5 through end of 7 years))	((15))
((8 through end of 9 years))	((16))
((10 through end of 15 years))	((20))

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((Length of Service))	((Annual Leave in Days Accrued per Year of Service))
((16 through end of 16 years))	((21))
((17 through end of 17 years))	((22))
((18 through end of 18 years))	((23))
((19 through end of 19 years))	((24))
((20 through end of 20 years))	((25))
((21 through end of 21 years))	((26))
((22 through end of 22 years))	((27))
((23 through end of 23 years))	((28))
((24 through end of 24 years))	((29))
((25 or more years))	((30))

Full Years of Service	Annual Leave in Days
Upon hire through end of Year 5	12
Upon beginning of Year 6	15
Upon beginning of Year 9	16
Upon beginning of Year 11	20
Upon beginning of Year 17	21
Upon beginning of Year 18	22
Upon beginning of Year 19	23
Upon beginning of Year 20	24
Upon beginning of Year 21	25
Upon beginning of Year 22	26
Upon beginning of Year 23	27
Upon beginning of Year 24	28
Upon beginning of Year 25	29
Upon beginning of Year 26 and beyond	30

1 B. Notwithstanding the vacation leave schedule set forth in paragraph A of this
 2 section, the following full-time regular employees, excluding employees in the former
 3 department of metropolitan services, shall accrue vacation leave as follows:

4 1. Said employees who were employed on or before December 31, 1995 and
 5 ((have)) by that date had completed at least three but less than five full years of service
 6 shall begin to accrue fifteen days of vacation leave per year effective January 1, 1996;

1 2. Said employees who were employed on or before December 31, 1995 and
2 subsequent to that date complete three full years of service shall begin to accrue fifteen
3 days of vacation leave per year effective on the first day of their fourth full year of service.

4 (~~At the end of the fifth~~) Beginning on the first day of their sixth full year of service,
5 all such employees shall accrue vacation leave as set forth in paragraph A of this section.

6 C. Part-time regular employees shall accrue vacation leave in accordance with the
7 vacation leave schedule set forth in paragraph A of this section, provided, however, such
8 accrual rates shall be prorated to reflect his/her normally scheduled work week.

9 D. Employees eligible for vacation leave shall accrue vacation leave from their date
10 of hire.

11 E. Full-time regular employees may accrue up to sixty days vacation leave. Part-
12 time regular employees and temporary employees who are employed at least half-time and
13 receive vacation and sick leave may accrue vacation leave up to sixty days prorated to
14 reflect their normally scheduled workweek. Such employees shall use vacation leave
15 beyond the maximum accrual amount prior to December 31 of each year. Failure to use
16 vacation leave beyond the maximum accrual amount will result in forfeiture of the vacation
17 leave beyond the maximum amount unless the appointing authority has approved a
18 carryover of such vacation leave because of cyclical workloads, work assignments or other
19 reasons as may be in the best interests of the county. The maximum vacation accrual
20 amount established in this paragraph shall apply to vacation accruals as of December 31,
21 1995.

22 F. Exempt employees in regular positions may take and upon leaving county
23 employment be paid for accrued vacation leave as approved by their appointing authorities.
24 Employees other than exempt employees in regular positions shall not be eligible to take or
25 be paid for vacation leave until they have successfully completed their first six months of
26 county service, and if they leave county employment prior to successfully completing their
27 first six months of county service, shall forfeit and not be paid for accrued vacation leave.
28 Temporary employees who are employed at least half-time and receive vacation and sick
29 leave, full-time regular employees, and part-time regular employees shall be paid for
30 accrued vacation leave to their date of separation up to the maximum accrual amount if

1 they have successfully completed their first six months of county service and are in good
2 standing; provided that, except with the written approval of the executive, the position, if
3 vacated by a non-represented employee, shall not be filled until salary savings for such
4 position are accumulated in an amount sufficient to pay the cost of the cashout. Payment
5 shall be the accrued vacation leave multiplied by the employee's rate of pay in effect upon
6 the date of leaving county employment less mandatory withholdings.

7 G. Employees shall not use or be paid for vacation leave until it has accrued and
8 such use or payment is consistent with the provisions of this section.

9 H. No employee shall work for compensation for the county in any capacity during
10 the time that the employee is on vacation leave.

11 I. For employees covered by the overtime requirements of the Fair Labor Standards
12 Act, vacation leave may be used in one-half hour increments, at the discretion of the
13 appointing authority.

14 J. In cases of separation from county employment by death of an employee with
15 accrued vacation leave and who has successfully completed his/her first six months of
16 county service, payment of unused vacation leave up to the maximum accrual amount shall
17 be made to the employee's estate, or, in applicable cases, as provided for by state law,
18 RCW Title 11; provided that, except with the written approval of the executive, the
19 position, if vacated by a non-represented employee, shall not be filled until salary savings
20 for such position are accumulated in an amount sufficient to pay the cost of the cashout.

21 K. If an employee resigns from county employment in good standing or is laid off
22 and subsequently returns to county employment within two years from such resignation or
23 lay off, as applicable, the employee's prior county service shall be counted in determining
24 the vacation leave accrual rate under paragraph A of this section.

25 SECTION 2. Ordinance 12014, Section 21, is hereby amended to read as follows:

26 Sick leave. A. Except for employees covered by paragraph H of this section, full-
27 time regular employees, part-time regular employees, and temporary employees who are
28 employed at least half-time and receive vacation and sick leave shall accrue sick leave
29 benefits at the rate of ((0.046)) 0.04616 hours for each hour in pay status exclusive of
30 overtime up to a maximum of eight hours per month; except that sick leave shall not begin

1 to accrue until the first of the month following the month in which the employee
2 commenced employment. The employee is not entitled to sick leave if not previously
3 earned.

4 B. During the first six months of service, employees eligible to accrue vacation
5 leave may, at the appointing authority's discretion, use any accrued days of vacation leave
6 as an extension of sick leave. If an employee does not work a full six months, any vacation
7 leave used for sick leave must be reimbursed to the county upon termination.

8 C. For employees covered by the overtime requirements of the Fair Labor Standards
9 Act, sick leave may be used in one-half hour increments, at the discretion of the appointing
10 authority.

11 D. There shall be no limit to the hours of sick leave benefits accrued by an eligible
12 employee.

13 E. Department management is responsible for the proper administration of the sick
14 leave benefit. Verification of illness from a licensed physician may be required for any
15 requested sick leave absence.

16 F. Separation from or termination of county employment except by reason of
17 retirement or layoff due to lack of work, funds or efficiency reasons, shall cancel all sick
18 leave accrued to the employee as of the date of separation or termination. Should the
19 employee resign in good standing or be laid off and return to county employment within
20 two years, accrued sick leave shall be restored.

21 G. Except employees covered by paragraph H of this section, employees eligible to
22 accrue sick leave and who have successfully completed at least five years of county service
23 and who retire as a result of length of service or who terminate by reason of death shall be
24 paid, or their estates paid or as provided for by RCW Title 11, as applicable, an amount
25 equal to thirty-five percent of their unused, accumulated sick leave multiplied by the
26 employee's rate of pay in effect upon the date of leaving county employment less
27 mandatory withholdings. This provision is predicated on the requirement that, except with
28 the written approval of the executive, the position, if vacated by a non-represented
29 employee, shall not be filled until salary savings for such position are accumulated in an
30 amount sufficient to pay the cost of the cashout.

1 H. Uniformed employees covered under the LEOFF Retirement System-Plan I shall
2 apply for disability retirement under the provisions of RCW 41.26.120.

3 I. Accrued sick leave may be used for the following reasons:

4 1. The employee's bona fide illness; provided, that an employee who suffers an
5 occupational illness may not simultaneously collect sick leave and worker's compensation
6 payments in a total amount greater than the net regular pay of the employee;

7 2. The employee's incapacitating injury, provided that:

8 a. An employee injured on the job may not simultaneously collect sick leave
9 and worker's compensation payments in a total amount greater than the net regular pay of
10 the employee;

11 b. An employee may not collect sick leave for physical incapacity due to any
12 injury or occupational illness which is directly traceable to employment other than with the
13 county.

14 3. Exposure to contagious diseases and resulting quarantine.

15 4. A female employee's temporary disability caused by or contributed to by
16 pregnancy and childbirth.

17 5. The employee's medical or dental appointments, provided that the employee's
18 appointing authority has approved the use of sick leave for such appointments.

19 6. To care for the employee's child or the child of an employee's domestic
20 partner if the following conditions are met:

21 a. The child is under the age of eighteen;

22 b. The employee is the natural parent, stepparent, adoptive parent, legal
23 guardian or other person having legal custody and control of the child;

24 c. The employee's child or the child of an employee's domestic partner has a
25 health condition requiring the employee's personal supervision during the hours of his/her
26 absence from work;

27 d. The employee actually attends to the child during the absence from work.

28 7. Employees shall be entitled to use sick leave in the maximum amount of three
29 days for each instance where such employee is required to care for immediate family

1 members who are seriously ill. There shall be no limit on the use of sick leave to care for
2 children under paragraph I.6 of this section.

3 8. Up to one day of sick leave may be used by a male employee for the purpose
4 of being present at the birth of his child.

5 J. An employee who has exhausted all of his/her sick leave may use accrued
6 vacation leave as sick leave before going on leave of absence without pay, if approved by
7 his/her appointing authority.

8 SECTION 3. Ordinance 12014, Section 26, is hereby amended to read as follows:

9 Leave of absence -- Military. (~~A. Except as otherwise required by state or federal~~
10 ~~law, the appointing authority shall grant, for a period not exceeding fifteen work days~~
11 ~~during each calendar year, leaves of absence with pay to full time regular employees and~~
12 ~~part time regular employees for the purpose of taking part in~~) A leave of absence for
13 active military duty or active military training duty (~~(as provided by state law, RCW~~
14 ~~38.40.060)) shall be granted to eligible employees in accordance with applicable provisions~~
15 of state and/or federal law; provided, that a request for such leave shall be submitted to the
16 appointing authority in writing by the employee and accompanied by a validated copy of
17 military orders ordering such active duty or active training duty.

18 (~~B. The appointing authority and the director shall abide by applicable state or~~
19 ~~federal law in granting any military leave of absence for a period in excess of fifteen work~~
20 ~~days.))~~

21 SECTION 4. Applicability. The vacation and sick leave provisions set forth in
22 Sections 1 and 2 of this ordinance shall apply to the covered employees effective January
23 1, 1996 notwithstanding the date of enactment of this ordinance. Section 1 represents the
24 vacation leave schedule the council intended to adopt based on representations from the
25 executive in Ordinance 12014, Section 19. Ordinance 12014, Section 19, was not
26 consistent with such representations and, therefore, did not reflect the intent of the council.
27 Section 2 corrects the sick leave accrual rate to reflect the council's intent to use of 2,080,
28 rather than 2,088, working hours per year. No covered employees shall be deemed or
29 construed to have gained any vacation or sick leave benefits greater than those set forth in

1 Sections 1 and 2 of this ordinance by adoption by the council of Ordinance 12014, Sections
2 19 and 21.

3 SECTION 5. Severability. The provisions of this ordinance shall be effective in all
4 cases unless otherwise provided by federal law. The provisions of this ordinance are
5 separate and severable. The invalidity of any clause, sentence, paragraph, subdivision,
6 section or other portion of this ordinance or the invalidity of the application thereof to any
7 person or circumstance shall not affect the validity of the remainder of this ordinance or the
8 validity of the application to other persons or circumstances.

9 SECTION 6. Continuation of ordinances. The provisions of this ordinance, so far
10 as they are substantially the same as those of ordinances existing at the time of the
11 enactment of this ordinance, shall be construed as continuations thereof.

12 INTRODUCED AND READ for the first time this 24th day of

13 June, 1996.

14 PASSED by a vote of 12 to 0 this 19th day of August,

15 1996.

16 KING COUNTY COUNCIL
17 KING COUNTY, WASHINGTON

18 Jane Hague
19 Chair

20 ATTEST:

21 Gerald A. Peterson
22 Clerk of the Council

23 APPROVED this 30th day of August, 1996

24 Ray Fisher
25 King County Executive

26 Attachments:
27 None

September 8, 1997
29500197

Introduced by: GREG NICKELS
Larry Gossett

Proposed No.: 97-551

ORDINANCE NO. **12868**

AN ORDINANCE approving and adopting a Collective Bargaining Agreement and Memoranda of Understanding negotiated by and between King County and the King County Corrections Officers Guild, representing corrections officers and sergeants in the Department of Adult Detention, and establishing the effective date of said Agreement.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. The Collective Bargaining Agreement and Memoranda of Understanding negotiated between King County and the King County Corrections Officers Guild, representing regular full-time corrections officers and corrections sergeants in the Department of Adult Detention and attached hereto is hereby approved and adopted by this reference made a part hereof.

SECTION 2. Terms and conditions of said Collective Bargaining Agreement shall be effective from September 1, 1997, through and including December 31, 1999, except where the specific provisions of the Agreement state a different effective date for that provision.

INTRODUCED AND READ for the first time this 8th day of

September, 19 97.

PASSED by a vote of 13 to 0 this 15th day of

September, 19 97.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Jane Hogue
Chair

ATTEST:

[Signature]

Clerk of the Council

APPROVED this 25 day of September, 19 97.

[Signature]
King County Executive

Attachment:

Collective Bargaining Agreement

cc: Labor Relations, OHRM