



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**September 5, 2001**

**Ordinance 14196**

**Proposed No.** 2001-0422.1

**Sponsors** Pullen, Nickels and Phillips

1 AN ORDINANCE approving and adopting the collective  
2 bargaining agreement and four memoranda of  
3 understanding negotiated by and between King County and  
4 Service Employees International Union, Public Safety  
5 Employees, Local 519 (communications specialists)  
6 representing employees in the King County sheriff's office;  
7 and establishing the effective date of said agreement.

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10 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

11 SECTION 1. The collective bargaining agreement and four memoranda of  
12 understanding negotiated between King County and Service Employees International  
13 Union, Public Safety Employees, Local 519 (communications specialists) representing  
14 employees in the King County sheriff's office and attached hereto is hereby approved and  
15 adopted by this reference made a part hereof.

16            SECTION 2. Terms and conditions of said agreement shall be effective from  
17            January 1, 2002, through and including December 31, 2004.

18

Ordinance 14196 was introduced on 8/20/01 and passed by the Metropolitan King  
County Council on 9/4/01, by the following vote:

Yes: 11 - Mr. von Reichbauer, Ms. Miller, Mr. Phillips, Mr. Pelz, Mr.  
McKenna, Ms. Sullivan, Mr. Nickels, Mr. Pullen, Mr. Gossett, Mr. Thomas  
and Mr. Irons  
No: 0  
Excused: 2 - Ms. Fimia and Ms. Hague

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON



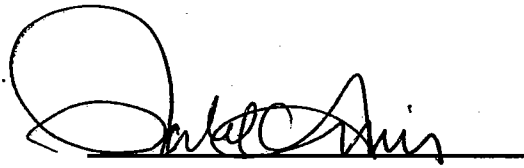
Pete von Reichbauer, Chair

ATTEST:



Anne Noris, Clerk of the Council

APPROVED this 12 day of September, 2001.



Ron Sims, County Executive

**Attachments**

- A. Agreement Between King County and Service Employees International Union
- Public Safety Employees - Local 519 Communications Center Employees, B.
- Memorandum of Understanding between King County and Service Employees
- International Union Public Safety Emp-Local 519 re Alternate Work Schedule, C.
- Memorandum of Understanding between King County and Service Employees
- International Union Public Safety Emp-Local 519 re Overtime, D. Memorandum of
- Understanding Between King County and Service Employees International Union
- Public Safety Employees 519 concerning Parking, E. Mem of Under between King
- County and Service Employees Intl Union Public Safety Employees Local 519
- concerning Barg Unit and Dispatch Training, F. Public Safety Employees Local 519
- Communications Center Wage Addendum

AGREEMENT BETWEEN  
KING COUNTY  
AND

SERVICE EMPLOYEES INTERNATIONAL UNION  
PUBLIC SAFETY EMPLOYEES - LOCAL 519  
COMMUNICATIONS CENTER EMPLOYEES

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14196

1 AGREEMENT BETWEEN

2 KING COUNTY

3 AND

4 SERVICE EMPLOYEES INTERNATIONAL UNION

5 PUBLIC SAFETY EMPLOYEES - LOCAL 519

6 COMMUNICATIONS CENTER EMPLOYEES

7  
8 These articles constitute an agreement, terms of which have been negotiated in good faith,  
9 between King County and the signatory organization subscribing hereto. This Agreement shall be  
10 subject to approval by Ordinance by the County Council of King County, Washington.  
11

12 ARTICLE 1: PURPOSE

13 The intent and purpose of this Agreement is to promote the continued improvement of the  
14 relationship between King County and its employees by providing a uniform basis for implementing  
15 the right of public employees to join organizations of their own choosing, and to be represented by  
16 such organizations in matters concerning their employment relations with King County and to set  
17 forth the wages, hours and other working conditions of such employees in appropriate bargaining  
18 units provided the County has authority to act on such matters and further provided the matter has not  
19 been delegated to any civil service commission or personnel board similar in scope, structure and  
20 authority as defined in RCW 41.56.  
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1 **ARTICLE 2: UNION RECOGNITION AND MEMBERSHIP**

14196

2 **Section 1. Jurisdiction:** The County Council recognizes the signatory organization as  
3 representing those employees whose job classifications are listed in the attached Addendum C.

4 **Section 2. Union Security:** It shall be a condition of employment that all regular full-time  
5 and regular part-time employees who are members of the Union on the effective date of this  
6 Agreement, shall remain members in good standing, or pay an agency fee to the Union for their  
7 representation to the extent permitted by law.

8 It shall be a condition of employment that regular full-time and regular part-time employees  
9 covered by this Agreement and hired on or after its effective date shall, on the thirtieth (30th) day  
10 following such employment, become and remain members in good standing in the Union, or pay an  
11 agency fee to the Union for their representation to the extent permitted by law.

12 Provided, that an employee with a bona fide religious objection to union membership and/or  
13 association based on the bona fide tenets or teachings of a church or religious body of which such  
14 employee is a member shall not be required to tender those dues or initiation fees to the Union as a  
15 condition of employment. Such employee shall pay an amount of money equivalent to regular union  
16 dues and initiation fee to a non-religious charity mutually agreed upon between the public employee  
17 and the Union. The employee shall furnish written proof that payment to the agreed upon non-  
18 religious charity has been made. If the employee and the Union cannot agree on the non-religious  
19 charity, the Public Employment Relations Commission shall designate the charitable organization. It  
20 shall be the obligation of the employee requesting or claiming the religious exemption to show proof  
21 to the Union that he/she is eligible for such exemption.

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

24 **Section 3. Dues Deduction:** Upon receipt of written authorization individually signed by a  
25 bargaining unit employee, the County shall have deducted from the pay of such employee the amount  
26 of dues as certified by the secretary of the signatory organization and shall transmit the same to the  
27 treasurer of the signatory organization.

28 The signatory organization will indemnify, defend, and hold the County harmless against any

1 claims made and against any suit instituted against the County on account of any check-off of dues for  
2 the signatory organization. The signatory organization agrees to refund to the County any amounts  
3 paid to it in error on account of check-off provision upon presentation of proper evidence thereof.

4 **Section 4. Union Membership Form:** The County will require all new employees, hired in a  
5 position included in the bargaining unit to sign a form (in triplicate), which will inform them of the  
6 union's exclusive recognition.

7 **Section 5. Bargaining Unit Roster:** The County will transmit to the Union a current listing  
8 of all employees in the bargaining unit within thirty (30) days of request for same but not to exceed  
9 twice per calendar year. Such list shall include the name of the employee, classification, department  
10 and salary.

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**ARTICLE 3: RIGHTS OF MANAGEMENT**

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

a. determine the mission, budget, organization, number of employees, and internal security practices of the Department;

b. recruit, examine, evaluate, promote, train, transfer employees of its choosing, and determine the time and methods of such action, and discipline, suspend, demote, or dismiss employees for just cause. When a transfer is used as a disciplinary sanction, it shall be subject to the grievance procedure and just cause provisions of Article 12;

c. assign bargaining unit work to any employee in any classification in the bargaining unit consistent with Article 11, Section 7 and direct the work force;

d. develop and modify class specifications;

e. determine the method, materials, and tools to accomplish the work;

f. designate duty stations and assign employees to those duty stations;

g. reduce the work force;

h. establish reasonable work rules;

i. assign the hours of work;

j. take whatever actions may be necessary to carry out the Department's mission in case of emergency;

k. Bi-weekly pay: the right to define and implement a new bi-weekly payroll system is vested exclusively in King County. Implementation of such system may include a conversion of wages and leave benefits into hourly amounts and the parties recognize King County's exclusive right to make the changes necessary to implement such payroll system.

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

All of the functions, rights, powers, and authority of the Employer not specifically abridged,

1 deleted, or modified by this Agreement are recognized by the Union as being retained by the  
2 Employer.

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1 **ARTICLE 4: HOLIDAYS**

2 The County shall continue to observe the following paid holidays:

HOLIDAY	COMMONLY CALLED:
New Year's Day	1st day of January
Martin Luther King, Jr.'s Birthday	Third Monday in January
Presidents' Day	Third Monday of February
Memorial Day	Last Monday in May
Independence Day	4th day of July
Labor Day	1st Monday of September
Veteran's Day	11th day of November
Thanksgiving Day	Fourth Thursday in November
Friday following Thanksgiving Day	
Christmas Day	25th day of December

16 **Section 1. Date of Observance:** All holidays shall be observed in accordance with RCW  
17 1.16.050, as amended. Provided further, that employees who work in a twenty-four hour seven day  
18 per week operation such as the Communications Center shall observe the following four (4) holidays  
19 on the specific dates listed below. For these specific named holidays, overtime will be paid only to  
20 those employees who work on the dates listed below:

Holiday	Date of Observance and Overtime Payment
New Year's Day	First of January
Independence Day	Fourth of July
Veteran's Day	Eleventh of November
Christmas Day	Twenty-Fifth of December

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**Section 2. Overtime Payment:** All employees shall take holidays on the day of observance unless their work schedule requires otherwise for continuity of services, in which event, they shall be paid at one and one half (1-1/2) times the regular rate for any shift that begins on a holiday, in addition to the regular holiday pay.

**Section 3. Floating Holiday:** Each employee shall receive two (2) additional personal holidays to be administered through the vacation plan. One day shall be granted on the first of October and one day on the first of November of each year. These days can be used in the same manner as any vacation day earned.

**Section 4. Holiday Pay Eligibility:** An employee must be in a pay status the day prior to and the day following a holiday to be eligible for holiday pay.

**Section 5. Pro-Rata Benefits:** Regular part-time employees will receive holiday benefits based upon the ratio of hours actually worked (less overtime) to a standard work year.

1 **ARTICLE 5: VACATIONS**

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

<b>Full Years of Service</b>	<b>Maximum Annual Leave in Days</b>
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

23 Maximum vacation accrual will be 480 hours.

24 **Section 2. Accrual Based on Hours Worked:** Vacation benefits for regular, part-time  
25 employees will be established based upon the ratio of hours actually worked (less overtime) to a  
26 standard work year. For example, if a regular, part-time employee normally works four hours per day  
27 in a unit that normally works eight hours per day, then the part-time employee would be granted four-  
28 eighths of the vacation benefit allowed a full-time staff member with an equivalent number of years

1 service.

2 **Section 3. No County Employment While on Vacation:** No person shall be permitted to  
3 work for compensation for the County in any capacity during the time when vacation benefits are  
4 being drawn.

5 **Section 4. Vacation Increments:** Vacation may be used in one-half hour increments at the  
6 discretion of the department director or his/her appointed designee.

7 **Section 5. Maximum Payment Upon Termination:** Upon termination for any reason, the  
8 employee will be paid for unused vacation credits up to a maximum allowable accumulated vacation.  
9 Vacation payoff shall be calculated by utilizing the employee's base wages as set forth in Addendum  
10 C.

11 The hourly rate shall be determined by dividing the annual rate of pay by the number of work  
12 hours in that year.

13 **Section 6. Payment Upon Death of Employee:** In cases of separation by death, payment of  
14 unused vacation benefits shall be made to the employee's estate, or, in applicable cases, as provided  
15 by RCW, Title II.

16 **Section 7. Excess Vacation:** All employees may continue to accrue additional vacation  
17 beyond the maximum specified herein if, as a result of cyclical workloads or work assignments,  
18 accrued vacation will be lost. Employees who leave King County employment for any reason will be  
19 paid for their unused vacation up to the maximum specified herein. Employees shall forfeit the  
20 excess accrual prior to December 31st of each year.

21 **Section 8. Vacation Preference:** In accordance with past practice, vacation shall be granted  
22 on a seniority basis within each shift, squad, or unit and shall be taken at the request of the employee  
23 with the approval of the Division Commander. Employees who are transferred involuntarily, and  
24 who have already had their vacation request approved as specified above, will be allowed to retain  
25 that vacation period regardless of their seniority within the new shift, squad, or unit to which they are  
26 transferred.

27 **Section 9. Shift Assignments - Communications Center:** Communications Specialists shall  
28 be allowed to submit shift and furlough preference forms prior to shift change(s). Shift assignments

1 may be made with consideration given to employee seniority and preference, with the Department's  
2 staffing and training requirements given first priority. Decisions concerning shift assignments  
3 pursuant to this section shall not be a subject for the grievance procedure.

4 **Section 10. Vacation Transfer:** Employees in the bargaining unit shall be allowed to donate  
5 vacation leave in accordance with the provisions set forth in King County Code 3.12.223, as  
6 amended, and Personnel Guidelines Rule 14.4.

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1 **ARTICLE 6: SICK LEAVE**

2 **Section 1. Accrual:** Full-time regular employees, and part-time regular employees who  
3 receive vacation and sick leave shall accrue sick leave benefits at the rate of 0.04616 hours for each  
4 hour in pay status exclusive of overtime up to a maximum of eight (8) hours per month; except that  
5 sick leave shall not begin to accrue until the first of the month following the month in which the  
6 employee commenced employment. The employee is not entitled to sick leave if not previously  
7 earned.

8 **Section 2. Loss of Accrual:** During the first year of service, employees eligible to accrue  
9 vacation leave may, at the appointing authority's discretion, use any accrued days of vacation leave as  
10 an extension of sick leave. If an employee does not work a full year, any vacation leave used for sick  
11 leave must be reimbursed to the county upon termination.

12 **Section 3. Sick Leave Extension:** After the first six months of full-time service, a regular  
13 employee may, at the division manager's discretion, be permitted to use up to five days of vacation as  
14 an essential extension of used sick leave. If an employee does not work a full twelve months, any  
15 vacation credit used for sick leave must be reimbursed to the County upon termination.

16 **Section 4. Increments:** Sick leave may be used in one-half hour increments at the discretion  
17 of the division manager or department director.

18 **Section 5. No Sick Leave Limit:** There shall be no limit to the hours of sick leave benefits  
19 accrued by an employee.

20 **Section 6. Verification of Illness:** Department management is responsible for the proper  
21 administration of the sick leave benefit. Verification of illness from a licensed health care provider  
22 may be required for any requested sick leave absence.

23 **Section 7. Separation from Employment:** Separation from County employment except by  
24 reason of retirement or layoff due to lack of work or funds or efficiency reasons, shall cancel all sick  
25 leave currently accrued to the employee. Should the employee resign in good standing or be laid off  
26 and return to the County within two years, accrued sick leave shall be restored.

27 **Section 8. Pregnancy Disability:** Accrued sick leave may be used for absence due to  
28 temporary disability caused by pregnancy.

1           **Section 9. Other Than County Employment:** Sick leave because of an employee's physical  
2 incapacity shall not be approved where the injury is directly traceable to employment other than with  
3 the County.

4           **Section 10. Sick Leave Cashout:** Employees eligible to accrue sick leave and who have  
5 successfully completed at least five (5) years of county service and who retire as a result of length of  
6 service, or who leave County employment in good standing after twenty-five (25) years or more, or  
7 who terminate by reason of death shall be paid, or their estates paid or as provided for by RCW Title  
8 11, as applicable, an amount equal to thirty-five (35) percent of their unused, accumulated sick leave  
9 multiplied by the employee's rate of pay in effect upon the date of leaving county employment less  
10 mandatory withholdings.

11           **Section 11. Maximum Compensation:** Employees injured on the job may not  
12 simultaneously collect sick leave and workers' compensation payments in a total amount greater than  
13 the net regular pay of the employee. Provided that employees who qualify for workers' compensation  
14 may receive payments equal to net regular pay.

15           **Section 12. Uses of Sick Leave:** Employees are eligible for payment on account of illness for  
16 the following reasons:

- 17           1. Employee illness;
- 18           2. Noncompensable injury of an employee (e.g., those injuries generally not eligible  
19 for worker's compensation payments);
- 20           3. Employee disability due to pregnancy or childbirth;
- 21           4. Employee exposure to contagious diseases and resulting quarantine;
- 22           5. Employee keeping medical, dental, or optical appointments.
- 23           6. In accordance with Family Medical Leave Act and relevant state law.
- 24           7. Up to one day of sick leave may be authorized for an employee to be at the hospital  
25 on the day of the birth of his/her child.

26           **Section 13. Family Care and Bereavement Leave:**

27           a. Regular, full-time employees shall be entitled to three (3) working days (24 hours)  
28 of bereavement leave a year due to death of members of their immediate family.

1           b. Regular, full-time employees who have exhausted their bereavement leave, shall be  
2 entitled to use sick leave in the amount of three (3) days (24 hours) for each additional instance when  
3 death occurs to a member of the employee's immediate family.

4           c. Immediate family is construed to mean persons related to an employee by blood or  
5 marriage or legal adoption as follows: Grandparent, parent, spouse, child, sibling, domestic partner  
6 and any persons for whose financial or physical care the employee is principally responsible. For  
7 purposes of FMLA related leave, family leave shall be defined pursuant to the FMLA.

8           d. Members of this bargaining unit are eligible for King County Family Leave, as set  
9 forth in Ordinance No.13377, and codified in King County Code 3.12.220. Definition of immediate  
10 family for purposes of King County Family Leave is set forth in KC 3.12.220. In cases of family care  
11 where no sick leave benefit is authorized or exists an employee may be granted leave without pay  
12 consistent with the above referenced code section.

13           In the application of any of the foregoing provisions, holidays or regular days off falling  
14 within the prescribed period of absence shall not be charged against accrued sick-leave.

15           **Section 14. Sick Leave Incentive:** In January of each calendar year, employee sick leave  
16 usage will be reviewed. Regular, full-time employees who have used sixteen (16) or less hours of  
17 sick leave during the entire preceding calendar year shall be rewarded by having sixteen (16)  
18 additional hours credited to their vacation account. Employees who have used more than sixteen (16)  
19 but less than thirty-three (33) sick leave hours shall have eight (8) additional hours credited to their  
20 vacation account. The additional vacation credits specified herein shall not affect sick leave amounts.



1 **ARTICLE 7: WAGE RATES**

2 **Section 1. Rates of Pay:** Wage rates for 2001 are listed in Addendum C

3 **Section 2. Cost of Living Adjustments:**

4 a. Effective January 1, 2002, wage rates in effect on December 31, 2001 for all  
5 classifications in the bargaining unit, shall be increased by a percentage factor equal to 90% of the  
6 increase in the Consumer Price Index (CPI-W), U.S. All Cities Index, September 2000 - September  
7 2001 base year; provided, however, that the amount produced by application of the foregoing shall  
8 not be less than 2% nor greater than 6%.

9 b. Effective January 1, 2003, wage rates in effect on December 31, 2002 for all  
10 classifications in the bargaining unit shall be increased by a percentage factor equal to 90% of the  
11 increase in the Consumer Price Index (CPI-W), U.S. All Cities Index, September 2001- September  
12 2002 base year; provided, however, that the amount produced by application of the foregoing shall  
13 not be less than 2% nor greater than 6%.

14 c. Effective January 1, 2004, wage rates in effect on December 31, 2003 for all  
15 classifications in the bargaining unit shall be increased by a percentage factor equal to 90% of the  
16 increase in the Consumer Price Index (CPI-W), U.S. All Cities Index, September 2002- September  
17 2003 base year; provided, however, that the amount produced by application of the foregoing shall  
18 not be less than 2% nor greater than 6%.

19 **Section 3. Shift Differentials:** The value of the shift differential has been rolled over into the  
20 base wage of all employees in this bargaining unit and is included in the wages outlined in  
21 Appendix C.

22 **Section 4. Communication Center Training Duty:** Employees in the Communications  
23 Center who are assigned in writing the responsibility of training and written evaluation of new  
24 employees shall be compensated in the following manner:

25 For each day a trainer is assigned an employee to train, the trainer will receive one (1) days  
26 training credit. After a total of twenty (20) days, (i.e., four weeks), training credit has been accrued,  
27 the trainer will have the option of receiving twenty (20) hours additional pay at the straight time rate  
28 or twelve (12) hours additional pay and one (1) additional vacation day. Each additional block of

1 twenty (20) days training credit will entitle the trainer to the aforementioned compensation option.

2 **Section 5. Reinstated Employees:**

3 a. **Reinstatement Within One Year:** Employees who are reinstated pursuant to Civil  
4 Service Rules within one calendar year of the date they left County service shall, upon reinstatement,  
5 be compensated at Step 1 of their respective pay range. Upon successful completion of six (6)  
6 months actual service after reinstatement, they shall be compensated at the equivalent of the same  
7 salary step that they were on when they left service plus any step advancement due for the addition of  
8 the current service.

9 b. **Reinstatement Within Two Years:** Employees who are reinstated pursuant to Civil  
10 Service Rules within two (2) calendar years but after one (1) calendar year shall, upon reinstatement,  
11 be compensated at Step 1 of their respective pay range. Upon successful completion of twelve (12)  
12 months actual service after reinstatement, (or six (6) months for job classifications which obtain a  
13 step after six (6) months of service) they shall be compensated at the equivalent of the same salary  
14 step that they were on when they left service plus any step advancement due for the addition of the  
15 current service.

16 c. In order to receive credit for prior service under this Section, employees must  
17 receive an overall rating of "Meets Standards" or better on all performance evaluations during the six  
18 (6) month or one (1) year period respectively.

19 **Section 6. Eligibility for Dispatcher Pay:** To be eligible for dispatcher pay rates, an  
20 employee must be performing dispatching work or be dispatcher qualified and assigned by the  
21 Department to non-dispatching duties. Employees who cannot dispatch due to medical disabilities  
22 may remain on the dispatcher salary scale for up to 6 months from the date of their disability, at  
23 which time the employee's medical condition will be reevaluated and the prognosis for full recovery  
24 will determine whether the employee is placed on the Call Receiver salary scale based on his/her  
25 seniority or is allowed to remain on the Dispatcher salary scale. Provided, however, in no event will  
26 an employee who is unable to dispatch remain on the Dispatcher salary scale longer than 12 months.

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1 **ARTICLE 8: OVERTIME**

2 **Section 1. Overtime:**

3 Overtime shall be payable after working 40 hours in a week. Overtime shall be paid at one &  
4 one half (1-1/2) times the employee's regular rate calculated using their actual hours worked. "Actual  
5 hours worked" excludes all sick leave.

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

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

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

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

22 **Section 4. Minimum Standards Set By Law:** If any provision of this article conflicts with  
23 minimum standards established by RCW 49.46 then that provision shall be automatically amended to  
24 provide the minimum standards.

25 **Section 5. Work Week:** For the purpose of calculating overtime compensation, an  
26 employee's work week shall be defined as beginning with the first day of work after a furlough day  
27 and continuing for a total of seven (7) consecutive days. Also, the work day shall be defined as  
28 beginning with the first hour of work and continuing for a total of twenty-four (24) consecutive

1 hours. Provided, the above provisions will not apply during normal quarterly shift rotation or in bona  
2 fide emergency situations.

3 **Section 6. Compensatory Time:** Employees may submit written requests for compensatory  
4 time in lieu of over time payments for working over time as defined by this Article. The employer  
5 will approve or deny such requests in writing. Employees who accrue compensatory time shall be  
6 allowed to carry up to twenty (20) overtime hours (thirty (30) straight time hours) of compensatory  
7 time at any given time.

8 The parties agree that it creates an undue hardship on King County and King County Sheriff's  
9 Office for accrued compensatory time to be scheduled or taken at any other time than during the time  
10 slots reserved for annual leave. Minimum staffing levels, staffing shortages, regulations concerning  
11 response time, federal funding requirements, and public safety responsibilities combine to unduly  
12 disrupt the Department's operation if compensatory time is not scheduled in this manner.

13 The parties reasonably and in good faith, anticipate that it would impose an unreasonable  
14 burden on the agency's ability to provide services of acceptable quality and quantity for the public  
15 during the time requested without the use of an employee's services if scheduled compensatory time  
16 is not limited to the time slots set aside for annual leave. Annual leave, compensatory time and  
17 discretionary leave may be scheduled in these annual leave slots, with annual leave given priority in  
18 scheduling. Requests for leave other than annual leave will be reviewed on a first come first serve  
19 basis, however, backfill requirements alone will not cause the Department to deny requests to  
20 schedule compensatory time. Requests to schedule compensatory time may be submitted no sooner  
21 than 60 calendar days prior to the first day of requested leave.

22 Nothing in this agreement changes or affects in any way the rules, procedures or practices for  
23 bidding or scheduling annual leave or discretionary leave.

24 **Section 7. Voluntary Training:** Employees who request training on a voluntary basis will  
25 not be paid for study time associated with said training, nor will overtime compensation be paid for  
26 workdays that extend beyond the normal contractual workday if said workday is part of the normal  
27 training schedule, provided, however, employees who are required to attend by the Department will  
28 be paid overtime pursuant to the overtime provisions of this agreement.

1 **ARTICLE 9: HOURS OF WORK**

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

4 **Section 2. Work Schedules:** The establishment of reasonable work schedules and starting  
5 times is vested solely within the purview of department management and may be changed from time  
6 to time provided a two (2) week prior notice of change is given, except in those circumstances over  
7 which the Department cannot exercise control. PROVIDED: the required two (2) calendar week (or  
8 ten (10) working days) notification period shall not commence until the employee has received verbal  
9 or written notification of the proposed change.

10 In the exercise of this prerogative, department management will establish schedules to meet  
11 the dictates of the workload, however, nothing contained herein will permit split shifts.

12 **Section 3. Minimum Standards:** If any provision in this article shall conflict with the  
13 minimum standards of RCW 49.46, then that provision shall be automatically amended to conform.

14 **Section 4. Employee Requests:** With management approval, work schedules may be altered  
15 upon written request of the employee.

16 **Section 5. Job Sharing:** If two employees in the same job classification and work site wish  
17 to job share one full time position, they shall submit such a request in writing to their immediate  
18 supervisor. The immediate supervisor shall submit such request to the Division Chief, via the  
19 Division Manager. The request shall be transmitted to the Sheriff/Director. The Sheriff/Director  
20 shall have ninety (90) days from the date he/she receives the request to review the request and either  
21 approve or deny the request for job sharing. Employees who job share one full-time position shall  
22 receive benefits pursuant to County policy. In the event that one of the job-sharing employees  
23 terminates his/her employment (voluntarily or involuntarily), the County shall have the following  
24 options:

- 25 a. No change to the situation, allowing a half-time position to continue.
- 26 b. Fill the vacant half-time position with temporary help.
- 27 c. Expand the half-time position to a full-time position, with sixty (60) calendar days

28 notice to the affected employee.

1 **ARTICLE 10: MEDICAL, DENTAL & LIFE INSURANCE**

2 King County presently participates in group medical, dental and life insurance programs. The  
3 County agrees to maintain a plan during the term of this Agreement, provided that the Union and  
4 County agree that the County may implement changes to employee insurance benefits to which the  
5 Joint Labor-Management Insurance Committee has agreed.

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1 **ARTICLE 11: MISCELLANEOUS**

2       **Section 1. Leave of Absence for Union Employment:** An employee elected or appointed to  
3 office in a local of the signatory organization which requires a part or all of his/her time shall be given  
4 leave of absence up to one (1) year without pay upon application.

5       **Section 2. Mileage Reimbursement:** All employees who have been authorized to use their  
6 own transportation on County business shall be reimbursed at the rate established by the County  
7 Council by ordinance.

8       **Section 3. Civil Service Hearings:** Employees who are directly involved with proceedings  
9 before the Civil Service Commission may be allowed to attend without loss of pay provided prior  
10 permission is granted by the Department Director or his/her designee.

11       **Section 4. Negotiations/Business Leave Bank.** The Union will establish a business leave  
12 bank for Union activity. The bank hours shall be established through the deduction of vacation hours  
13 only (excluding probationary employees). Up to two (2) hours annually may be deducted from each  
14 employee's leave account to fund the leave bank. The Employer agrees to administer the leave bank  
15 account, provided the Union has the sole discretion to determine who may use the business leave  
16 bank and under what circumstances, and will cooperate with the County/Department of Public Safety  
17 to simplify the administration of such leave bank. The release of employees for Union business leave  
18 shall not be unreasonably withheld. The employee shall submit requests for Union leave to the  
19 employer a minimum of five (5) days prior to the requested leave date.

20       **Section 5. Access to Premises:** The Department administration shall afford Union  
21 representatives a reasonable amount of time while on on-duty status to consult with appropriate  
22 management officials and/or aggrieved employees, provided that the Union representative and/or  
23 aggrieved employees contact their immediate supervisors, indicate the general nature of the business  
24 to be conducted, request necessary time without undue interference with assignment duties. Time  
25 spent on such activities shall be recorded by the Union representative on a time sheet provided by the  
26 supervisor.

27       Union representatives shall guard against use of excessive time in handling such  
28 responsibilities.

1           **Section 6. Loss of Personal Effects:** Employees who suffer a loss or damage, in the line of  
2 duty, to personal property and/or clothing worn on the body, will have same repaired or replaced at  
3 department expense, not to exceed \$150.00.

4           **Section 7. Work Out of Class:** Whenever an employee is assigned, in writing, by the  
5 division manager or his/her designee, to perform the duties of a higher classification for a period of  
6 three working days or more, that employee shall be paid at the first step of the higher class or a  
7 minimum of five percent (5%) , whichever is greater, over the salary received prior to the assignment,  
8 for all time spent while so assigned. The department may assign an employee to perform the duties of  
9 a lower classification for a temporary period of time. In such cases the employee shall retain the same  
10 salary of his/her normal classification.

11           **Section 8. Lead Worker Pay:** Employees assigned, in writing, by the division manager or  
12 his/her designee to perform lead-worker duties, shall be compensated at a rate which is five percent  
13 (5%) greater than their regular rate for all time so assigned. Assignment of "lead worker" status or  
14 pay will not confer on an employee any privilege or right, including the right of appeal, right of  
15 position, right of transfer, demotion, promotion, or reinstatement. Lead worker assignments and pay  
16 may be revoked at any time at the sole discretion of the appointing authority or his/her designee. At  
17 such time as the "lead worker" designation is removed, the employee's compensation reverts to the  
18 rate received prior to the designation. Provided, however, that when revocation of lead worker pay is  
19 used as a disciplinary sanction, such revocation shall be subject to the grievance procedure and just  
20 cause provisions of Article 12.

21           **Section 9. Salary on Promotions:** Any employee who is promoted to a higher classification  
22 shall receive the beginning step for the higher classification or the next higher salary step as would  
23 constitute a minimum of a five percent (5%) increase over the salary received prior to the promotion.

24           **Section 10. Mandatory Higher Education:** Employees who are required to obtain additional  
25 formal education beyond that initially required for employment shall be allowed time off from work  
26 with pay to attend classes/seminars with scheduling approval of same at the sole discretion of  
27 management.

28           **Section 11. Jury Duty:** An employee required by law to serve on jury duty shall continue to



1 receive his/her salary and shall be relieved of regular duties and assigned to day shift for the period of  
2 time necessary for such assignment. If they have four hours or more left on their shift at the  
3 completion of the jury duty assignment for the day, they shall report to their work location and  
4 complete the day shift. Once the employee is released for the day, or more than one day, then he/she  
5 is required to contact the supervisor who will determine if he/she is required to report for duty,  
6 provided however such release time is prior to 1:00 p.m. If an employee is released after 1:00 p.m.  
7 he/she shall not be required to report for work on that particular day.

8         The fees, exclusive of mileage, paid by the Court for jury duty shall be forwarded to the  
9 Comptroller. The employer may request verification of jury duty service.

10         When an employee is notified to serve on jury duty, he/she will inform his/her immediate  
11 supervisor as soon as possible, but not later than two (2) weeks in advance, regarding the dates of  
12 absence from regular duties. The supervisor will ensure that the employee is relieved of regular  
13 duties a minimum of twelve (12) hours prior to the time of reporting for jury duty.

14         When the employee is dismissed from jury duty (completion of jury duty assignment) the  
15 employee is required to contact his/her supervisor immediately. The supervisor will instruct the  
16 employee when to report to work, PROVIDED: there must be a minimum of twelve (12) hours  
17 between the time the employee is dismissed from jury duty and the time he/she must report for  
18 regular duties.

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**ARTICLE 12: GRIEVANCE PROCEDURE**

King County recognizes the importance and desirability of settling grievances promptly and fairly in the interest of continued good employee relations and morale and to this end the following procedure is outlined. To accomplish this, every effort will be made to settle grievances at the lowest possible level of supervision.

Employees will be unimpeded and free from restraint, interference, coercion, discrimination or reprisal in seeking adjudication of their grievances.

**Section 1. Definition:** Grievance - An issue raised in writing by a party to this Agreement relating to the interpretation of his/her rights, benefits, or conditions of employment as contained in this Agreement, except that verbal or written reprimands are not subject to Step 5 of the grievance procedure outlined in this Agreement.

**Procedure**

**Step 1 - Immediate Supervisor:** A grievance shall be presented by the aggrieved employee, or his/her representative if the employee wishes, on a Union grievance-form within 14 calendar days of the occurrence of such grievance, to the employee's immediate supervisor. The grievance must:

- a. fully describe the alleged violation and how the employee was adversely affected;
- b. set forth the section(s) of the Agreement which have been allegedly violated; and
- c. specify the remedy or solution being sought by the employee filing the grievance.

The supervisor shall gain all relevant facts and shall attempt to adjust the matter and notify the employee within three working days. If a grievance is not pursued to the next level within three working days, it shall be presumed resolved.

**Step 2 - Section Manager:** If, after thorough discussion with the immediate supervisor, the grievance has not been satisfactorily resolved, the employee and his/her representative shall present the grievance to the appropriate manager for investigation, discussion and written reply.

1 The appropriate manager shall be defined as Section Commander. The manager shall make his/her  
2 written decision available to the aggrieved employee within ten working days. If the grievance is not  
3 pursued to the next higher level within five working days, it shall be presumed resolved.

4 **Step 3 - Department Director:** If, after thorough evaluation, the decision of the  
5 manager has not resolved the grievance to the satisfaction of the employee, the grievance may be  
6 presented to the department director. All letters, memoranda and other written materials previously  
7 submitted to lower levels of supervision shall be made available for the review and consideration of  
8 the department director. He/she may interview the employee and/or his/her representative and receive  
9 any additional related evidence which he/she may deem pertinent to the grievance. He/she shall make  
10 his/her written decision available within ten working days. If the grievance is not pursued to the next  
11 higher level within five working days, it shall be presumed resolved.

12 **Step 4 - Director of Human Resources:** If, after thorough evaluation, the decision of  
13 the department director has not resolved the grievance to the satisfaction of the employee, the  
14 grievance may be presented to a committee comprised of one representative from the Union, one  
15 representative from the Department, and the OHRM Director or his/her designee, who shall also act  
16 as Chair. The Union representative and/or the Department representative may be subject to challenge  
17 for cause.

18 This committee shall convene a hearing for the purpose of resolving the grievance. Both  
19 parties to the grievance shall be entitled to call witnesses on their behalf, and all such hearings shall  
20 be closed for the purpose of maintaining confidentiality, unless otherwise mutually agreed to. The  
21 Committee Chair shall render a decision within fifteen (15) working days of the hearing. If the Chair  
22 fails to render a decision within 15 days the Union may proceed to Step 5 of this grievance procedure  
23 (except for written reprimands, which may not be appealed to Step 5.) The proceedings shall be  
24 informal. The parties shall not be represented by outside attorneys. "Outside" attorneys are those  
25 who do not work for King County or for the Union. Rules of evidence do not apply. The purpose  
26 shall be to determine the validity of the grievance and render a decision appropriate to that  
27 determination. Employer grievances shall be initiated at Step 4 of the grievance procedure.

28 By mutual agreement, the parties may call in a mediator in place of the grievance panel and

1 OHRM Director, to attempt to resolve the dispute. The parties shall jointly select the mediator, who  
2 will hear both sides of the dispute and attempt to bring the parties to an agreement. The mediator  
3 may not bind the parties to any agreement, as mediation is a voluntary process. Parties are  
4 encouraged to participate in good faith mediation and nothing the mediator says shall be admissible in  
5 an arbitration.

6 **Step 5 - Arbitration:** Either the County or the Union may request arbitration within  
7 thirty (30) days of the issuance of the Step 4 decision and the party requesting arbitration must at that  
8 time specify the exact question which it wishes arbitrated. If the Step 4 decision is not timely  
9 appealed, the grievance will be presumed resolved. The parties shall then select a third disinterested  
10 party to serve as an arbitrator. In the event that the parties are unable to agree upon an arbitrator, then  
11 the arbitrator shall be selected from a panel of seven arbitrators furnished by the American Arbitration  
12 Association or the Federal Mediation and Conciliation Service, or by another agency if the parties  
13 mutually agree. The arbitrator will be selected from the list by both the County representative and the  
14 Union, each alternately striking a name from the list until one name remains. The arbitrator, under  
15 voluntary labor arbitration rules of the Association, shall be asked to render a decision promptly and  
16 the decision of the arbitrator shall be final and binding on both parties.

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

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

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

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

27 Time restrictions may be waived in writing by consent of both parties.

28 **Section 2. Multiple Procedures:** If employees/union have access to multiple procedures for

1 adjudicating grievances, then selection by the employees/union of one procedure will preclude access  
2 to other procedures; selection is to be made no later than at the conclusion of Step 2 of this grievance  
3 procedure. If any other complaints/claims relating to the issue in question are pursued after Step 2,  
4 then the grievance is automatically withdrawn.

5 **Section 3. Just Cause/Progressive Discipline:** No employee may be discharged, suspended  
6 without pay, or disciplined in any way except for just cause. Just cause shall be defined as cause  
7 which is based upon reasonable grounds and must be a fair and honest cause or reason, regulated by  
8 good faith. In addition, the County will employ the concept of progressive discipline in appropriate  
9 cases. The County's policy is that discipline is corrective, rather than punitive in nature. It is  
10 understood that there may be egregious cases that may result in discharge, disciplinary transfer, or  
11 other disciplinary action, that do not require corrective action.

12 Written reprimands may not be used for purposes of progressive discipline once three (3)  
13 years have passed from the date the reprimand was issued, and the employer has documented no  
14 similar problems with the employee during this three (3) year time period. In those instances where  
15 disciplinary action is based on reasonable evidence of the commission of a crime, or the proposed  
16 discipline involves suspension or termination of the employee the grievance procedure will begin at  
17 Step 3, unless Step 3 is waived by mutual agreement of parties, in which case the procedure will  
18 begin at the next appropriate step.

19 **Section 4. Probationary Period:** All newly hired and promoted employees must serve a  
20 probationary period as defined in RCW 41.14 and Civil Service Rules. As the above specify that the  
21 probationary period is an extension of the hiring process, the provisions of this Article will not apply  
22 to employees if they are discharged during their initial probationary period, or are demoted during the  
23 promotional probationary period for performance related issues. Grievances brought by probationary  
24 employees involving issues other than discharge or demotion may be processed in accordance with  
25 this Article.

26 **Section 5. Union Concurrence:** Inasmuch as this is an agreement between the County and  
27 the Union, only the Union, and not individual employees may make use of the provisions of this  
28 Article. The final authority to settle a grievance is vested with the Union and the County.

1 ARTICLE 13: BULLETIN BOARDS

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

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1 ARTICLE 14: NON-DISCRIMINATION

2           The Employer or the Union shall not unlawfully discriminate against any individual with  
3 respect to compensation, terms, conditions, or privileges of employment because of race, color,  
4 religion, national origin, sexual orientation, age, sex, or any sensory, mental or physical handicap.

5           The parties agree that personnel actions may be taken to accommodate disabilities, as may be  
6 required under the Americans with Disabilities Act (ADA), and that such an accommodation under  
7 the ADA shall take precedence over any conflicting provisions of this agreement.

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1 ARTICLE 15: SAVINGS CLAUSE

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

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**ARTICLE 16: WORK STOPPAGES AND EMPLOYER PROTECTION**

**Section 1. No Work Stoppages:** The employer and the signatory organization agree that the public interest requires efficient and uninterrupted performance of all County services, and to this end pledge their best efforts to avoid or eliminate any conduct contrary to this objective. Specifically, the signatory organization shall not cause or condone any work stoppage, including any strike, slowdown, or refusal to perform any customarily assigned duties, sick leave absence which is not bona fide, or other interference with County functions by employees under this agreement and should same occur, the signatory organization agrees to take appropriate steps to end such interference. Any concerted action by any employees in any bargaining unit shall be deemed a work stoppage if any of the above activities have occurred.

**Section 2. Union Responsibilities:** Upon notification in writing by the County to the signatory organization that any of its members are engaged in a work stoppage, the signatory organization shall immediately, in writing, order such members to immediately cease engaging in such work stoppage and provide the County with a copy of such order. In addition, if requested by the County, a responsible official of the signatory organization shall publicly order such signatory organization employees to cease engaging in such a work stoppage.

**Section 3. Disciplinary Action:** Any employee who commits any act prohibited in this article shall be considered absent without leave. Such employees are also subject to the following action or penalties:

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

1 ARTICLE 17: WAIVER CLAUSE

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

8       The parties agree that in the event they enter into memoranda of understanding during the life  
9 of this agreement, such agreements are binding when signed by authorized representatives of the  
10 parties. No ratification process is required.

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1 **ARTICLE 18: REDUCTION-IN-FORCE**

2       **Section 1. Layoff Procedure:** Employees laid off as a result of a reduction in force shall be  
3 laid off according to seniority within the department and classification, with the employee with the  
4 least time being the first to go. In the event there are two or more employees eligible for layoff within  
5 the Department with the same classification and seniority, the Department head will determine the  
6 order of layoff based on employee performance, PROVIDED: no regular or probationary employee  
7 shall be laid off while there are temporary extra-help employees serving in the class or position for  
8 which the regular or probationary employee is eligible and available.

9       **Section 2. Reversion to Previously Held Positions:** In lieu of layoff, a regular or  
10 probationary employee may, on the basis of department seniority, bump the least senior employee in  
11 any lower level position within the bargaining unit formerly held by the employee designated for  
12 layoff.

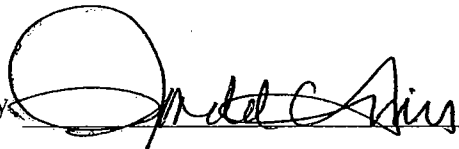
13 **Section 3. Re-employment List:** The names of laid off employees will be placed in inverse order of  
14 layoff on a Re-employment List for the classification previously occupied. The Re-employment List  
15 will remain in effect for a maximum of two years or until all laid off employees are rehired,  
16 whichever occurs first.

1 ARTICLE 19: DURATION

2 This Agreement shall be effective from January 1, 2002 through December 31, 2004. Written  
3 notice of desire to modify this agreement shall be served by either party upon the other at least sixty  
4 (60) days prior to the date of expiration, namely October 31, 2004.

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APPROVED this 14 day of August, 2001

By:   
King County Executive

SIGNATORY ORGANIZATION:

 7/26/01  
Service Employees International Union

Public Safety Employees, Local 519

ADDENDUM A

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1. All step increases are based upon satisfactory performance during previous service.
2. Satisfactory performance shall mean overall rating of "Meets Standards" or "Exceeds Standards" on the employee performance evaluation utilized by the respective department.
3. If the performance of the employee is rated "Unsatisfactory" or "Improvement Needed" on any factor or overall rating, specific facts on which the rating is based must be provided; such facts shall include time, place and frequency of unacceptable performance.
4. The employee, if denied a step increase, shall be placed on either monthly or quarterly evaluations and at such time that the employee's performance becomes "Satisfactory" as defined supra, the employee shall receive the previously denied step increase the first of the month following attaining a "Satisfactory" evaluation. The date on which an employee would be entitled to a future step increase will not be affected by the above action. Performance evaluations and Department actions related thereto are not subject to the grievance procedure under this contract.

ADDENDUM B

14196

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3 For the purpose of this Agreement, the following definitions will apply:  
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5 1. Department: King County Sheriff's Office.

6 2. Party: Either King County or Service Employees International Union, Public Safety  
7 Employees, Local 519, Communication Center.

8 3. "Part-time regular position" means a regular position in which the part-time regular  
9 employee is employed for at least nine hundred ten hours but less than a full-time basis in a calendar  
10 year in a work unit in which a thirty-five hour work week is standard or for at least one thousand forty  
11 hours but less than a full-time basis in a calendar year in a work unit in which a forty-hour work week  
12 is standard. Where the standard work week falls between thirty-five and forty hours, the director, in  
13 consultation with the department, is responsible for determining what hour threshold will apply.

14 4. "Temporary employee" means an employee employed in a temporary position and in  
15 addition, includes an employee serving a probationary period or is under provisional appointment.  
16 Temporary employees shall not be members of the career service.

17 5. "Term-limited temporary employee" means a temporary employee who is employed in a  
18 term-limited temporary position. Term-limited temporary employees are not members of the career  
19 service. Term-limited temporary employees may not be employed in term-limited temporary  
20 positions longer than three years beyond the date of hire, except that for grant-funded projects capital  
21 improvement projects, and information systems technology projects the maximum period may be  
22 extended up to five years upon approval of the director.  
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**MEMORANDUM OF UNDERSTANDING**

between

**KING COUNTY**

and

**SERVICE EMPLOYEES INTERNATIONAL UNION****PUBLIC SAFETY EMPLOYEES, LOCAL 519****Alternative Work Schedule****Concerning Communication Center Employees Bargaining Unit**

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14196

The parties, King County represented by Deborah Bellam, and Service Employees International Union, Public Safety Employees, Local 519 (PSE 519) represented by Dustin Frederick, hereby agree to the following with regards to the above referenced bargaining unit.

The parties acknowledge that many Communication Specialists would like to work a four (4) days per week, ten (10) hour day schedule. The parties agree that current staffing levels will not allow for such a staffing pattern. When the parties agree that staffing levels will allow for a successful four/ten (4/10) schedule, the parties will implement such schedule on an agreed upon date.

When the Union believes sufficient staffing levels allow for such a schedule change, the Union will request that the King County Sheriff's Office (KCSO) implement such schedule change. The KCSO will evaluate such request and if it confirms that staffing levels will allow such a schedule change, it will implement such change in a timely manner. In the event the KCSO does not agree that staffing levels permit such a change, the KCSO will give to the Union, in writing, the number of additional staff members that are required before this change can be made, and the date this level is expected to be achieved. The KCSO will then implement such change when staffing levels reach this mark.

The parties agree that such change will be for an experimental six (6) month period, with King County retaining the right to revert to the traditional five/eight (5/8) schedule, (or another

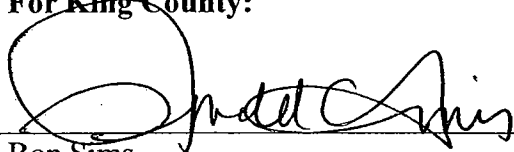
schedule with the proper notice required by the collective bargaining agreement,) with thirty (30) calendar days notice.

The parties also agree to draft a Memorandum of Understanding prior to the implementation of the four/ten (4/10) schedule, consistent with other four/ten (4/10) Memorandum of Understanding, concerning King County Sheriff's Office employees that summarizes the criteria that will be used to evaluate the four/ten (4/10) schedule, as well as the parties' agreement with respect to other issues such as employee benefits (overtime, holidays, vacation, etc).

This agreement is effective from January 1, 2002 through December 31, 2004 and constitutes the full and final agreement on the issue of four/ten (4/10) schedules in the Communication Center at King County Sheriff's Office.

I agree to the above terms on behalf of:

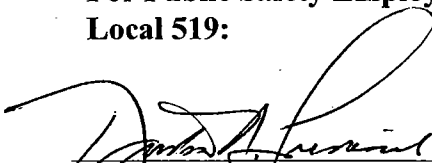
**For King County:**

  
\_\_\_\_\_

Ron Sims  
King County Executive

August 14, 2001  
Date

**For Public Safety Employees  
Local 519:**

  
\_\_\_\_\_

Dustin Frederick  
Business Manager, Local 519

7/27/01  
Date



**MEMORANDUM OF UNDERSTANDING**  
 between  
**KING COUNTY**  
 and  
**SERVICE EMPLOYEES INTERNATIONAL UNION**  
**PUBLIC SAFETY EMPLOYEES, LOCAL 519**  
 concerning  
**COMMUNICATIONS CENTER EMPLOYEES**  
**Bargaining Unit**  
**Regarding Overtime Information**

14196

The parties have discussed a request by the Union to post (at the worksites) certain overtime information for employees for each payroll period. The Sheriff's office is willing to do the following:

Coincident with the distribution of payroll checks, post a list of employees at the worksite, (identified by number only) with the dollar amount of the overtime each employee earned the previous pay period.

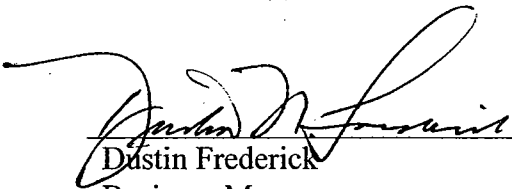
Employee's pay checks do not provide a breakdown of regular earnings and overtime. This posting informs employees of the amount of money they were paid for overtime hours the previous reporting period.

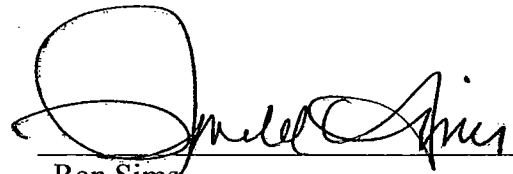
This Agreement constitutes an addendum to the 1998 through 2000 Collective Bargaining Agreement and thus effective through December 31, 2004.

I agree to the above terms on behalf of:

Service Employees International Union,  
Public Safety Employees Local 519:

King County:

  
 \_\_\_\_\_  
 Dustin Frederick  
 Business Manager

  
 \_\_\_\_\_  
 Ron Sims  
 Executive

Dated 27<sup>th</sup> day of July, 2001.

Dated 14 day of August, 2001.

MEMORANDUM OF UNDERSTANDING

14196

Between

KING COUNTY and SERVICE EMPLOYEES INTERNATIONAL UNION

PUBLIC SAFETY EMPLOYEES, LOCAL 519

concerning Parking For

COMMUNICATIONS CENTER EMPLOYEES

The parties, King County represented by Deborah Bellam, and S.E.I.U., P.S.E., Local 519 represented by Dustin Frederick, hereby agree to the following with regards to the above referenced bargaining unit.

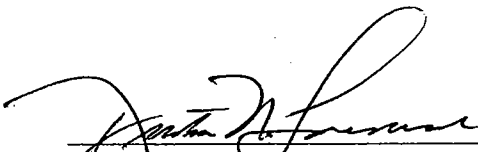
The parties agree that the County will supply, to the bargaining unit, ten (10) additional passes for parking in the King County garage, at no cost to the bargaining unit, for parking work days after 2:30 p.m. The parties understand that this agreement does not guarantee that the unit will be able to retain these passes for any length of time and the parties recognize the County's right to take back the passes at any time. Bargaining unit members who use their passes are subject to the same rules and regulations as other holders of such passes.

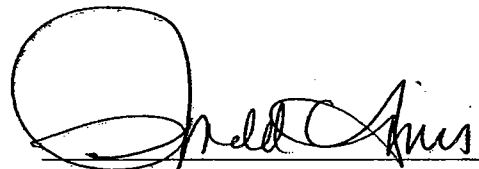
This Agreement is effective for the period of January 1, 2002 through December 31, 2004.

I agree to the above terms on behalf of:

Service Employees International Union,  
Public Safety Employees Local 519

King County

  
\_\_\_\_\_  
Dustin Frederick  
Business Manager

  
\_\_\_\_\_  
Ron Sims  
Executive

Dated 27<sup>th</sup> day of July, 2001.

Dated 14 day of August, 2001.

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**KING COUNTY**  
**and**  
**SERVICE EMPLOYEES INTERNATIONAL UNION**  
**PUBLIC SAFETY EMPLOYEES, LOCAL 519**  
**Concerning Communication Center Employees Bargaining Unit & Dispatch**  
**Training**

14196

The parties, King County represented by Deborah Bellam, and Service Employees International Union, Public Safety Employees, Local 519 (PSE 519) represented by Dustin Frederick, have discussed issues relating to dispatcher training and have reached an agreement in this area. The agreement of the parties is as follows:

Both the call receiving functions and the dispatching functions in the King County Sheriff's Office Communication Center are performed by Communication Specialists. The parties recognize that the employer has the right to assign both functions, as well as other tasks that may be appropriate based on the class specification, to all Communication Specialists.

The parties recognize that it is in the best interest of both employees and the employer to have as many Communication Specialists fully trained as dispatchers as possible. Employees trained as dispatchers are able to perform a broader range of duties.

The parties also recognize that the King County Sheriff's Office has not always required Communication Specialist to complete dispatcher training or perform dispatcher functions.

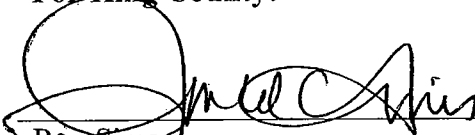
The parties agree that King County will, beginning with all employees hired after May 1, 2001, require Communication Specialist hired by the King County Sheriff's Office to successfully complete dispatcher training and complete all steps necessary to qualify to perform the full range of Communication Specialists duties, including but not limited to dispatcher duties. The parties understand that King County has the right to terminate the employment of any Communication


Specialist who does not successfully complete such training or cannot perform the full range of duties in satisfactory manner.

This agreement, along with the 2001 and the 2002 through 2004, collective bargaining agreement, and the King County Sheriff's Office Manual and SOP's, and other rules currently in place, constitute the full and final agreement on the subject of dispatcher training.

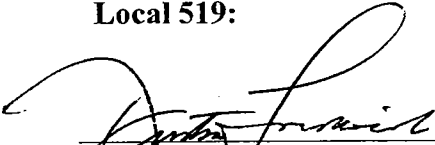
This agreement is effective upon the signatures of the parties below:

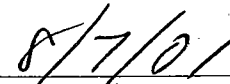
**For King County:**

  
\_\_\_\_\_  
Ron Sims  
King County Executive

  
\_\_\_\_\_  
Date

**For Public Safety Employees  
Local 519:**

  
\_\_\_\_\_  
Dustin Frederick  
Business Manager, Local 519

  
\_\_\_\_\_  
Date

**Public Safety Employees, Local 519  
Communications Center  
Wage Addendum**

**2001**

Class Code	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
7451	Communication Specialists - Call Receiver	2,665.44	2,798.71	2,938.62	3,085.58	3,239.90				
7451	Communication Specialists - Dispatcher				3,085.58	3,239.90	3,401.82	3,571.92	3,750.54	3,938.06
7452	Communication Specialists Supervisors	4,283.54	4,497.71	4,722.62						

**Cost of Living Adjustments:**

<p>Effective January 1, 2002, wage rates in effect on December 31, 2001 for all classifications in the bargaining unit, shall be increased by a percentage factor equal to 90% of the increase in the Consumer Price Index (CPI-W), U.S. All Cities Index, September 2000 - September 2001 base year; provided, however, that the amount produced by application of the foregoing shall not be less than 2.0% nor greater than 6%.</p>	<p>Effective January 1, 2003, wage rates in effect on December 31, 2002 for all classifications in the bargaining unit, including Communications Specialists, Communications Specialist Supervisors, shall be increased by a percentage factor equal to 90% of the increase in the Consumer Price Index (CPI-W), U.S. All Cities Index, September 2001 - September 2002 base year; provided, however, that the amount produced by application of the foregoing shall not be less than 2.0% nor greater than 6%.</p>	<p>Effective January 1, 2004, wage rates in effect on December 31, 2003 for all classifications in the bargaining unit, including Communications Specialists, Communications Specialist Supervisors, shall be increased by a percentage factor equal to 90% of the increase in the Consumer Price Index (CPI-W), U.S. All Cities Index, September 2002 - September 2003 base year; provided, however, that the amount produced by application of the foregoing shall not be less than 2.0% nor greater than 6%.</p>
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Attachment F  
14196