



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**July 29, 2003**

**Ordinance 14721**

**Proposed No.** 2003-0303.1

**Sponsors** Constantine and Phillips

1 AN ORDINANCE approving and adopting the  
2 memorandum of understanding negotiated by and between  
3 King County and the Animal Control Officers Guild,  
4 representing employees in the department of executive  
5 services; and establishing the effective date of said  
6 agreement.

7  
8

9 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

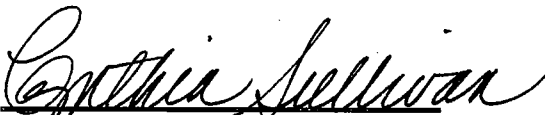
10 SECTION 1. The memorandum of understanding negotiated between King  
11 County and the Animal Control Officers Guild, representing employees in the department  
12 of executive services, and attached to this ordinance, is hereby approved and adopted by  
13 this reference and made a part of this ordinance.

14                    SECTION 2. Terms and conditions of said agreement shall be effective from  
15                    January 1, 2003, through and including December 31, 2003.  
16

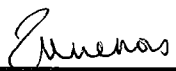
Ordinance 14721 was introduced on 7/14/2003 and passed by the Metropolitan King  
County Council on 7/28/2003, by the following vote:

Yes: 13 - Ms. Sullivan, Ms. Edmonds, Mr. von Reichbauer, Ms. Lambert, Mr.  
Phillips, Mr. Pelz, Mr. McKenna, Mr. Constantine, Mr. Hammond, Mr.  
Gossett, Ms. Hague, Mr. Irons and Ms. Patterson  
No: 0  
Excused: 0

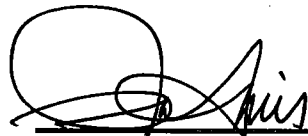
KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

  
Cynthia Sullivan, Chair

ATTEST:

  
\_\_\_\_\_  
Anne Noris, Clerk of the Council

APPROVED this 1 day of August, 2003.

  
\_\_\_\_\_  
Ron Sims, County Executive

RECEIVED  
2003 AUG -8 PM 4:00  
KING COUNTY COUNCIL  
CLERK

**Attachments**            A. Memorandum of Understanding By and Between King County and the Animal  
Control Officers Guild Regarding: Wages for 2003

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**King County and the**  
**Animal Control Officers Guild**  
**Regarding: Wages for 2003**

---

**Background**

1. King County (the "County") and the Animal Control Officers Guild (the "Union") are parties to a collective bargaining agreement, effective January 1, 2001, through December 31, 2003 (hereinafter, the "CBA").
2. Article 7 of the CBA establishes wage rates for the employees who are covered by the terms of the CBA. It addresses wage rates for 2001 and 2002. The CBA does not address wage rates for 2003.
3. Article 22 of the CBA states that either the County or the Union may reopen the CBA to negotiate, *inter alia*, Article 7 for the purpose of negotiating 2003 wages.
4. On February 11, 2003, the Union expressed in writing a desire to negotiate 2003 wages.
5. This Memorandum of Understanding represents the full negotiated result of the wage reopener provision of the CBA for 2003 wages.

**Agreement**

1. Effective January 1, 2003, hourly wages in effect December 31, 2002, shall be increased by a factor equal to 90% of the increase in the CPI-W, All Cities Index (September 2001 - September 2002). Provided, the amount produced by application of the foregoing shall not be less than 2% or greater than 6%. For the relevant time period, the result of this formula was less than 2%; therefore the hourly wage adjustment for 2003 will be 2%.
2. Upon ratification of this agreement by the King County Council and signature by the King County Executive, this cost of living adjustment will be paid retroactively for all

hourly wages already earned in 2003 and on a going forward basis as soon as the appropriate changes can be made for current wages in the payroll system.

**APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2003.

By \_\_\_\_\_  
King County Executive

**SIGNATORY ORGANIZATION:**

\_\_\_\_\_  
Michael Cronin, President  
Animal Control Officers Guild