



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

December 13, 2005

Ordinance 15355

Proposed No. 2005-0520.1

Sponsors Hague and Phillips

1 AN ORDINANCE approving and adopting the
2 memorandum of agreement regarding wage reopener
3 negotiated by and between King County and Technical
4 Employees Association (Wastewater Treatment Division,
5 Staff and Supervisor Units) representing employees in the
6 department of natural resources and parks; and establishing
7 the effective date of said agreement.

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10 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

11 SECTION 1. The memorandum of agreement regarding wage re-opener
12 negotiated between King County and Technical Employees Association, representing
13 employees in the department of natural resources and parks, and attached hereto is hereby
14 approved and adopted by this reference made a part hereof.

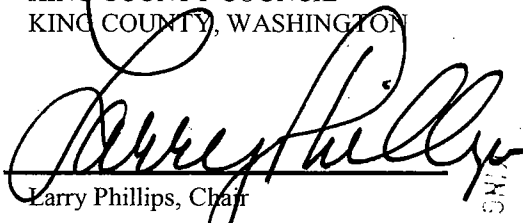
15 SECTION 2. Terms and conditions of said agreement shall be effective from July
16 1, 2002, through and including June 30, 2005.

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Ordinance 15355 was introduced on 12/5/2005 and passed by the Metropolitan King
County Council on 12/12/2005, by the following vote:

Yes: 10 - Mr. Phillips, Mr. von Reichbauer, Ms. Lambert, Mr. Pelz, Mr.
Dunn, Mr. Hammond, Mr. Gossett, Mr. Irons, Ms. Patterson and Mr.
Constantine
No: 0
Excused: 3 - Ms. Edmonds, Mr. Ferguson and Ms. Hague

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

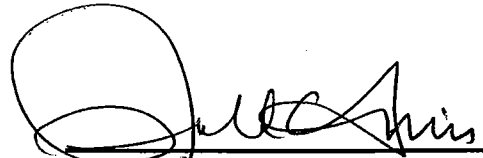

Larry Phillips, Chair

ATTEST:


Anne Noris, Clerk of the Council

RECEIVED
2005 DEC 16 PM 1:42
CLERK
KING COUNTY COUNCIL

APPROVED this 16 day of December, 2005.


Ron Sims, County Executive

Attachments

- A. Memorandum of Agreement Between King County and Technical Employees Association Department of Natural Resources and Parks - Staff and Supervisors, B.
- Addendum A Memorandum of Agreement Between King County and Technical Employees Association Department of Natural Resources and Parks - Staff and Supervisors

**MEMORANDUM OF AGREEMENT
BETWEEN
KING COUNTY
AND
TECHNICAL EMPLOYEES ASSOCIATION
Department of Natural Resources & Parks - Staff and Supervisors**

Pursuant to "Appendix B" to the parties' collective bargaining agreement effective July 1, 2002 through June 30, 2005 ("Appendix B"), the parties agree as follows:

1. This agreement reflects the parties' full satisfaction of the obligations contained in Appendix B.

2. The parties have jointly conducted a wage survey for the classifications in this bargaining unit and, based on that survey and the terms of King County Ordinance 11480, the wage rates for the bargaining unit classifications shall be as follows:

Job Classification	Squared Table Range
WasteWater Engineer I	54
WasteWater Engineer II	59
WasteWater Engineer III	63
WasteWater Engineer IV	67
WasteWater Engineer V	70
WasteWater Engineer VI	73
Project Control Engineer I	54
Project Control Engineer II	59
Project Control Engineer III	63
Project Control Engineer IV	67
Project Control Engineer Supervisor	71
Construction Management I	53
Construction Management II	58
Construction Management III	63
Construction Management IV	67
Construction Management V	70
Construction Management VI	73
Designer I	43
Designer II	47
Designer III	52

Job Classification	Squared Table Range
Designer IV	54
Designer V	59
Designer VI	63
WQ Planner/PM I	53
WQ Planner/PM II	58
WQ Planner/PM III	63
WQ Planner/PM IV	68
Environmental Programs Managing Supervisor	71
Real Property Agent I	49
Real Property Agent II	55
Real Property Agent III	61
Real Property Agent IV	67
Real Property Agent V	71
Administrative Office Assistant	29
Administrative Specialist I	33
Administrative Specialist II	37
Administrative Specialist III	41
Administrative Specialist IV	46
Administrative Staff Assistant	48
Administrator I	50
Capital Project Manager I	55
Capital Project Manager II	60
Capital Project Manager III	67
Capital Project Manager IV	70
Capital Projects Managing Supervisor	73
Business & Finance Officer I	53
Business & Finance Officer II	58
Business & Finance Officer III	62
Business & Finance Officer IV	67
GIS Specialist - Entry	55
GIS Specialist - Journey	60
GIS Specialist - Senior	65
GIS Specialist - Master	70

Employees not placed in positions listed above will be allocated into existing King County “class/comp” titles and wage rates as outlined in paragraph 5 below. All such class/comp titles and wage rates as well as those included in the table above are listed in the King County payroll

wage addendum attached hereto as Addendum A.

3. The wages referenced in the table in paragraph 2 shall be effective July 1, 2005. Employees who are in positions which are currently not paid in accordance with the King County 10-step Squared Table shall be placed on the step in the new range nearest to but not lower than the employee's current annual or hourly pay rate (placement is based on annual salary for FLSA exempt employees and on hourly rate for FLSA non-exempt employees) as it existed on July 1, 2005. For purposes of determining the current wage rate, out-of-class, special duty, licenses and certification pay shall not be included. Effective July 1, 2005, employees shall receive an additional one step increase. Thereafter, employees shall be eligible for annual step advancement in accordance with King County Personnel Guidelines. In addition to the above, either of the two following situations, if applicable to a given employee in the Bargaining Units, shall receive one additional step in the range up to a maximum of Step 10:

a) If the employee was at the top of their range prior to the initial placement on or before January 1, 2004.

b) If the employee's base wage on June 30, 2005 is less than or equal to Step 1 of the employee's new range, and the employee's range prior to the initial placement has a midpoint which is less than Step 1 of the new range, and the employee has been in the classification series since July 1, 2002.

4. The County will pay retroactive wages in accordance with this Memorandum of Agreement to any person who was employed in a bargaining unit position at any point from July 1, 2002 through June 30, 2005. The retroactive wage to be paid will be an amount equal to 3% of the total earnings (not including payments received pursuant to the Duncan and Roberts litigation settlement) earned by the employee while employed in a bargaining unit position during the three-year period from July 1, 2002 through June 30, 2005. Anyone who was employed in a bargaining unit position for some but not all of the 3-year period, shall have his/her retroactive wage payment pro-rated according to how many complete months she/he was employed in a bargaining unit position during the 3-year period.

5. For those employees who will be placed in new classifications, the County will issue preliminary allocation of classifications based on a joint recommendation by Wastewater Treatment Division management and King County Human Resources Division Classification/Compensation Section. Such allocation is subject to appeal by the employee

and/or union in accordance with the King County Personnel Guidelines.

6. The County agrees to pay cost of living increases to members of the bargaining unit on January 1, 2006 in accordance with the methodology provided for in Article 21 of the parties' collective bargaining agreement equal to ninety percent (90%) of the CPI-W, All Cities Index, September 2004 to September 2005.

APPROVED this _____ day of _____, 2005

By: _____
King County Executive

Technical Employees Association:

Eric Mandel
President

**ADDENDUM A
MEMORANDUM OF AGREEMENT
BETWEEN
KING COUNTY
AND**

15355**TECHNICAL EMPLOYEES ASSOCIATION****Department of Natural Resources Parks - Staff and Supervisors**

Job Class Code	PeopleSoft Job Class Code	New Class Title	Range*	Salary Table
4200100	421112	Administrative Office Assistant	29	W4
4201100	421214	Administrative Specialist I	33	W4
4201200	421324	Administrative Specialist II	37	W4
4201300	421415	Administrative Specialist III	41	W4
4201400	421511	Administrative Specialist IV	46	W4
2810000	281109	Administrative Staff Assistant	48	W4
2810100	281209	Administrator I	50	W4
2810200	281307	Administrator II	56	W4
2810300	281402	Administrator III	63	W3
7320200	734508	Applications Developer-Journey	60	W4
7320400	734708	Applications Developer-Master	70	W4
7320300	734608	Applications Developer-Senior	65	W4
2131100	214109	Business and Finance Officer I	53	W4
2131200	214213	Business and Finance Officer II	58	W4
2131300	214308	Business and Finance Officer III	62	W4
2131400	214405	Business and Finance Officer IV	67	W3
7114300	712302	Capital Project Manager I	55	W4
7114400	712402	Capital Project Manager II	60	W4
7114500	712502	Capital Project Manager III	67	W4
7114600	712602	Capital Project Manager IV	70	W4
7115100	712802	Capital Projects Managing Supervisor	73	W3
7117100	715102	Construction Management I	53	W4
7117200	715202	Construction Management II	58	W4
7117300	715302	Construction Management III	63	W4
7117400	715402	Construction Management IV	67	W4
7117500	715502	Construction Management V	70	W4
7117600	715602	Construction Management VI	73	W3
2215100	223802	Contract Specialist I	56	W4
2215200	223902	Contract Specialist II	61	W4
4300100	431208	Customer Service Specialist I	32	W4
4300200	431312	Customer Service Specialist II	36	W4
7118100	716002	Designer I	43	W4
7118200	716102	Designer II	47	W4
7118300	716202	Designer III	52	W4
7118400	716302	Designer IV	54	W4

**ADDENDUM A
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AND**

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**TECHNICAL EMPLOYEES ASSOCIATION
Department of Natural Resources Parks - Staff and Supervisors**

Job Class Code	PeopleSoft Job Class Code	New Class Title	Range*	Salary Table
7118500	716402	Designer V	59	W4
7118600	716502	Designer VI	63	W3
5401100	540202	Environmental Programs Managing Supervisor	71	W3
7322100	735108	GIS Specialist-Entry	55	W4
7322200	735209	GIS Specialist-Journey	60	W4
7322400	735408	GIS Specialist-Master	70	W4
7322300	735309	GIS Specialist-Senior	65	W4
7119100	717002	Project Control Engineer I	54	W4
7119200	717102	Project Control Engineer II	59	W4
7119300	717202	Project Control Engineer III	63	W4
7119400	710302	Project Control Engineer IV	67	W3
7119500	710402	Project Control Engineer Supervisor	71	W3
2441100	243110	Project/Program Manager I	53	W4
2441200	243212	Project/Program Manager II	58	W4
2441300	243312	Project/Program Manager III	63	W4
2441400	243404	Project/Program Manager IV	68	W4
2634100	264802	Real Property Agent I	49	W4
2634200	264902	Real Property Agent II	55	W4
2634300	265002	Real Property Agent III	61	W4
2634400	265102	Real Property Agent IV	67	W4
2634500	265202	Real Property Agent Supervisor	71	W3
7116100	713602	WasteWater Engineer I	54	W4
7116200	713702	WasteWater Engineer II	59	W4
7116300	713802	WasteWater Engineer III	63	W4
7116400	713902	WasteWater Engineer IV	67	W4
7116500	714002	WasteWater Engineer V	70	W4
7116600	714102	WasteWater Engineer VI	73	W3
1075200	108902	Water Pollution Control Maintenance Manager	75	W3
2430100	242102	Water Quality Planner/Project Manager I	53	W4
2430200	242205	Water Quality Planner/Project Manager II	58	W4
2430300	242305	Water Quality Planner/Project Manager III	63	W4
2430400	242404	Water Quality Planner/Project Manager IV	68	W4

*** All salary ranges are on the King County "Squared" Salary Schedule**