



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**September 25, 2006**

**Ordinance 15600**

**Proposed No.** 2006-0404.1

**Sponsors** Gossett and Phillips

1 AN ORDINANCE approving and adopting the  
2 memorandum of agreement regarding "Pay Range - Real  
3 Property Agent Job Classification" negotiated by and  
4 between King County and International Brotherhood of  
5 Teamsters Local 117 (Professional & Technical Employees  
6 Unit) representing employees in the facilities management  
7 division of the department of executive services; and  
8 establishing the effective date of said agreement.

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

12 SECTION 1. The memorandum of agreement regarding "Pay Range - Real  
13 Property Agent Job Classification" negotiated between King County and International  
14 Brotherhood of Teamsters Local 117 (Professional & Technical Employees Unit)  
15 representing employees in the facilities management division of the department of  
16 executive services and attached hereto is hereby approved and adopted by this reference  
17 made a part hereof.

18            SECTION 2. Terms and conditions of said agreement shall be effective through  
19 and including December 31, 2007.

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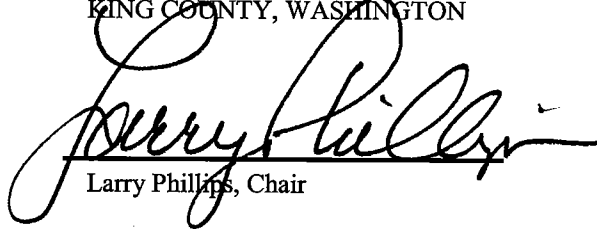
Ordinance 15600 was introduced on 9/11/2006 and passed by the Metropolitan King  
County Council on 9/25/2006, by the following vote:

Yes: 8 - Mr. Phillips, Mr. von Reichbauer, Ms. Lambert, Mr. Dunn, Mr.  
Ferguson, Mr. Gossett, Mr. Constantine and Ms. Patterson

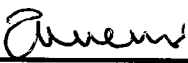
No: 0

Excused: 1 - Ms. Hague

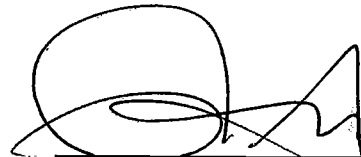
KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

  
Larry Phillips, Chair

ATTEST:

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

APPROVED this 5 day of OCTOBER, 2006.

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

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2006 OCT -6 PM 2:02  
CLERK  
KING COUNTY COUNCIL

- Attachments**
- A. Memorandum of Agreement by and between King County and International Brotherhood of Teamsters Local 117 Professional and Technical Employees Unit, B. Addendum A New Title, Range and Step Placement International Brotherhood of Teamsters, Local 117 Professional and Technical Employees Unit Property Agents (as of 1/1/2006), C. Addendum B Lump Sum Retro Payments for International Brotherhood of Teamsters, Local 117 Professional and Technical Employees Unit Property Agents

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY  
AND  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 117  
PROFESSIONAL AND TECHNICAL EMPLOYEES UNIT**

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**Subject: Pay Range - Real Property Agent Job Classification**

The parties, King County (the County), and Teamsters Local 117 (the Union), agree as follows:

1. The County recognizes the Union as the exclusive bargaining representative for a Professional and Technical Employees bargaining unit. The bargaining unit includes employees who perform duties related to the management, acquisition and disposal of real property, in the Facilities Management Division of the Department of Executive Services.
2. The County conducted a review of the job class specifications of the employees engaged in real property work. In order to have a common classification system and equitable pay for employees performing similar work in different departments, revised specifications were required to fully describe the range of tasks and accurately define different levels of knowledge and complexity.
3. With the revised class specifications, the County conducted a salary survey to compare the compensation for similar jobs provided by other public employers in the Puget Sound region.
4. The County and the Union have negotiated the effects of the modified classification specifications, and the allocation of bargaining members into the new classifications. The parties agree to the following pay ranges (King County Squared Pay Schedule) which are based on the salary study:

<b>Real Property Agent I</b>	<b>51</b>
<b>Real Property Agent II</b>	<b>55</b>
<b>Real Property Agent III</b>	<b>61</b>
<b>Real Property Agent IV</b>	<b>67</b>
<b>Property Agent Supervisor</b>	<b>71</b>

5. The foregoing classifications and pay ranges constitute a revision of the collective bargaining agreement in effect for the period January 1, 2005 through December 31, 2007,

with respect to the job titles and pay ranges set forth in Addendum A – Facilities Management Division – Department of Executive Services.

6. In consideration of the County's obligations as contained in this agreement, the Union and the employees individually agree that all grievances, complaints, actions and any proceedings that are related to the implementation of the revised job classification series and respective pay ranges, are withdrawn with prejudice as of the effective date of this agreement.
7. Initial step placement of employees on the new range will be effective January 1, 2006, on the closest step that is not a decrease from the employee's January 1, 2006, pay rate on the previous range. Employees who were on Step 10 of the previous pay range in 2005 will advance one additional step on the new range, effective January 1, 2006, as provided in Article 8, Section 8.2 of the collective bargaining agreement.
8. The regular career service employees allocated into the revised job classifications will receive a lump sum payment, the lump sum to be calculated as 2.5 percent of each individual's base pay for 2004 and 2005 as set forth in Addendum B. Career service employees who worked in a position allocated to one of the classifications listed in Paragraph 4 of this agreement, who terminated after January 1, 2004, but before January 1, 2006, will receive the lump sum based on earnings in each of those years up to the date of termination.
9. One term-limited temporary employee will be reallocated to the new job class Real Property Agent IV, and retain the rate of pay in effect on January 1, 2006, for the duration of the term-limited temporary appointment.
10. One temporary employee will retain their current allocation and the rate of pay in effect on January 1, 2006, for the duration of the temporary appointment.
11. One regular career service employee is currently in a job classification paid at square table Range 68, and will be allocated to the Real Property Agent IV classification. This Agreement provides for Real Property Agent IV to be paid at square table Range 67. The employee's compensation will remain at the current 2006 rate on Step 10, Range 68 until a step on Range 67 equals or exceeds the current rate. In mitigation the employee will be paid the amount of four thousand five hundred fifteen dollars and forty cents (\$4,515.40).
12. Sections 7 through 11 above should be implemented consistent with Addenda A and B attached hereto.

13. The parties understand and agree that, as a material change to the existing collective bargaining agreement, this Agreement is subject to adoption by the King County Council. This Agreement becomes effective on its adoption as an ordinance, and remains in effect for the duration of the collective bargaining agreement.

APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2006

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

International Brotherhood of Teamsters Local 117:

\_\_\_\_\_  
John A. Williams  
Secretary-Treasurer

**Addendum A**

15600

**New Title, Range and Step Placement  
International Brotherhood of Teamsters, Local 117  
Professional & Technical Employees Unit  
Property Agents (as of 1/1/2006)**

<b>Name</b>	<b>New Title</b>	<b>New Range</b>	<b>New Step on 1/1/06</b>	<b>New 2006 Rate</b>
AYERS, DEBRA JEAN	Real Property Agent III	61	5	\$ 32.66
BOLAR, DOROTHY LEE	Real Property Agent I	51	3	\$ 24.57
CLANCY, TIMOTHY M	Retired			
COLE, THOMAS G	Real Property Agent III	61	5	\$ 32.66
DONLEY, C KATHERINE	Real Property Agent IV	67	10	\$ 43.42
ELMER, TAMI L	Real Property Agent I	51	2	\$ 24.00
HALLEY, AARON R	Real Property Agent I	51	1	\$ 22.89
HAUCK, DENISE A	Real Property Agent I	55	7	\$ 29.71
HOLLEY, LILLIAN A	Real Property Agent III	61	5	\$ 32.66
LOCKMILLER, ANNE E	Real Property Agent III	61	2	\$ 30.42
MCNELLY, HAROLD PAUL	Real Property Agent Supervisor	71	4	\$ 40.44
MELLOR, BIRNEY G	Real Property Agent IV	67	3	\$ 35.91
MORGAN, ANNA P	Real Property Agent I	51	8	\$ 27.67
MORRISSEY JR, JOHN R	Real Property Agent III	61	5	\$ 32.66
OUELLET, RICHARD P	Real Property Agent IV	67	10	\$ 42.40
PAINE, THOMAS ANDREW	Real Property Agent IV	67	2	\$ 35.07
PHILLIPS, MARK R	Real Property Agent III	61	5	\$ 32.66
STRICKLAND, SALLY A	Real Property Agent III	61	5	\$ 32.66
THOMPSON, BERNARD R	Real Property Agent Supervisor	71	4	\$ 40.44
THOMPSON, CAROL JO	Project Program Manager 3	63	2	\$ 31.90
THOMPSON, ROBERT R	Real Property Agent IV	67	4	\$ 36.78
TOWNSEND, TERRY J	Retired			
YOUNG, CHRISTOPHER A	Real Property Agent II	55	4	\$ 27.67

**Addendum B**  
**Lump Sum Retro Payments for**  
**International Brotherhood of Teamsters, Local 117**  
**Professional & Technical Employees Unit**  
**Property Agents**

<b>Name</b>	<b>2004 Lump Sum (2.5%)</b>	<b>2005 Lump Sum (2.5%)</b>
AYERS, DEBRA JEAN	\$ 1,553.85	\$ 1,559.45
BOLAR, DOROTHY LEE	\$ 1,027.67	\$ 1,042.63
CLANCY, TIMOTHY M	\$ 1,962.11	\$ 2,155.15
COLE, THOMAS G	\$ 1,561.25	\$ 1,583.85
DONLEY, C KATHERINE	\$ 2,109.16	\$ 2,155.15
ELMER, TAMI L	\$ 823.34	\$ 589.05
HAUCK, DENISE A	\$ 1,420.32	\$ 1,440.51
HOLLEY, LILLIAN A	\$ 1,561.25	\$ 1,583.85
LOCKMILLER, ANNE E	\$ 1,378.17	\$ 1,436.89
LUTE, LILY JANE	\$ 1,105.31	Retired
MCNELLY, HAROLD PAUL	\$ 1,934.63	\$ 1,968.28
MELLOR, BIRNEY G	\$ 1,716.60	\$ 1,741.47
MORGAN, ANNA P	\$ 1,287.50	\$ 1,339.06
MORRISSEY JR, JOHN R	\$ 1,523.20	\$ 1,582.33
PAINE, THOMAS ANDREW	\$ 1,598.22	\$ 1,779.63
PHILLIPS, MARK R	\$ 1,561.25	\$ 1,583.85
STRICKLAND, SALLY A	\$ 1,277.27	\$ 1,227.26
THOMPSON, BERNARD R	\$ 1,930.89	\$ 1,960.73
THOMPSON, ROBERT R	\$ 1,702.15	\$ 1,781.01
TOWNSEND, TERRY J	\$ 1,561.25	\$ 1,040.69
YOUNG, CHRISTOPHER A	\$ 1,078.17	\$ 1,191.36