



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**November 12, 2014**

**Ordinance 17931**

**Proposed No. 2014-0443.1**

**Sponsors McDermott**

1 AN ORDINANCE approving and adopting five  
2 memoranda of agreement regarding a freeze to step,  
3 longevity and merit increases negotiated by and between  
4 King County and Professional and Technical Employees,  
5 Local 17 (Departments: Public Health, Community and  
6 Human Services) [060]; Washington State Council of  
7 County and City Employees, Council 2, Local 21HD  
8 (Department of Public Health) [070]; Washington State  
9 Council of County and City Employees, Council 2, Local  
10 1652 (Medical Examiner - Department of Public Health)  
11 [260]; Washington State Nurses Association (Staff Nurses -  
12 Departments: Public Health, Adult and Juvenile Detention  
13 (Juvenile Detention)) [310] and Washington State Nurses  
14 Association (Supervisors and Managers - Department of  
15 Public Health) [320] representing employees in the  
16 department of public health; and establishing the effective  
17 date of said agreements.

18 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

19            SECTION 1. The five memoranda of agreement regarding a freeze to step,  
20 longevity and merit increases negotiated by and between King County and Professional  
21 and Technical Employees, Local 17 (Departments: Public Health, Community and  
22 Human Services) [060]; Washington State Council of County and City Employees,  
23 Council 2, Local 21HD (Department of Public Health) [070]; Washington State Council  
24 of County and City Employees, Council 2, Local 1652 (Medical Examiner - Department  
25 of Public Health) [260]; Washington State Nurses Association (Staff Nurses -  
26 Departments: Public Health, Adult and Juvenile Detention (Juvenile Detention)) [310]  
27 and Washington State Nurses Association (Supervisors and Managers - Department of  
28 Public Health) [320] representing employees in the department of public health, which  
29 consists of Attachments A, B, C, D and E to this ordinance, are hereby approved.

30            SECTION 2. Terms and conditions of said agreements shall be effective from  
31 January 1, 2015, through and including December 31, 2016.  
32

Ordinance 17931 was introduced on 11/3/2014 and passed by the Metropolitan King County Council on 11/10/2014, by the following vote:

Yes: 7 - Mr. Phillips, Mr. Gossett, Ms. Hague, Ms. Lambert, Mr. McDermott, Mr. Dembowski and Mr. Upthegrove  
No: 0  
Excused: 2 - Mr. von Reichbauer and Mr. Dunn

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON



Larry Phillips, Chair

ATTEST:



Anne Noris, Clerk of the Council

RECEIVED  
NOV 20 PM 3:42  
KING COUNTY COUNCIL  
CLERK

APPROVED this 20 day of NOVEMBER 2014.



Dow Constantine, County Executive

**Attachments:** A. Memorandum of Agreement - Professional and Technical Employees, Local 17, B. Memorandum of Agreement - Washington State Council of County and City Employees, Council 2, 21HD, C. Memorandum of Agreement - Washington State Council of County and City Employees, Council 2, Local 1652, D. Memorandum of Agreement - Washington State Nurses Association Representing Staff Nurses in Seattle-King County Public Health and Department of Adult and Juvenile Detention, E. Memorandum of Agreement - Washington State Nurses Association Representing Supervisors and Managers in Seattle-King County Public Health

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
PROFESSIONAL AND TECHNICAL EMPLOYEES, LOCAL 17  
ADDRESSING THE PUBLIC HEALTH BUDGET CRISIS**

**Subject: Step and Longevity Increase Freeze Agreement to Save Jobs and Services**

**PREAMBLE**

WHEREAS, Public Health is experiencing a structural budget gap with a projected multi-million dollar deficit over the next few years with significant potential impacts to jobs and services;

WHEREAS, the Parties have a shared interest to preserve jobs and critical services when sustainable funding is made available;

WHEREAS, Professional and Technical Employees, Local 17 and King County have a longstanding history of working collaboratively in Olympia, Washington D.C., and with other stakeholders to address serious budget challenges faced by King County and Public Health;

WHEREAS, the partnership between the Professional and Technical Employees, Local 17 and King County have resulted in numerous agreements over the years including: implementation of LEAN proposals; unpaid furloughs; Cost-of-Living Adjustment (COLA) Agreements; countywide coalition bargaining agreements; and effective use of Labor Management Committees and Alternative Dispute Resolution to reach collaborative resolutions to problems.

**AGREEMENT**

King County (the County) and the Professional and Technical Employees, Local 17 (the Union) agree as follows:

1. The County and the Union agree to a two (2) year extension of the Professional and Technical Employees, Local 17 Collective Bargaining Agreement (CBA), which expires December 31, 2014. The parties agree the new CBA term duration shall be from January 1, 2015, through December 31, 2016.

2. Union bargaining unit members (Union Members) in Community Health Services, Prevention, Administrative Services, and Jail Health Services shall not receive a step increase for 2015 and 2016. Any cost-savings from Union Members covered by the Agreement will be used to support critical Public Health clinics, services, and regional programs.

3. Union Members in Community Health Services, Prevention, Administrative Services, and Jail Health Services shall not receive an increase to longevity pay for 2015 and 2016. Any cost-savings from Union Members covered by the Agreement will be used to support critical Public Health clinics, services, and regional programs.

4. The 2015 and 2016 Merit and Step/Longevity Increase Freeze shall apply to all non-represented positions in Community Health Services, Prevention, Administrative Services, and Jail Health Services if the unions that represent the majority of employees in these divisions ratify their respective Step and Longevity Freeze Agreements.

5. The County will commit to save at least one (1) Public Health clinic proposed to be closed under the baseline scenario if unions that represent the majority of employees in Community Health Services, Prevention, Administrative Services, and Jail Health Services ratify their respective Step and Longevity Freeze Agreements. If additional Public Health funding is available, the County will strive to preserve critical clinic services and programs where feasible.

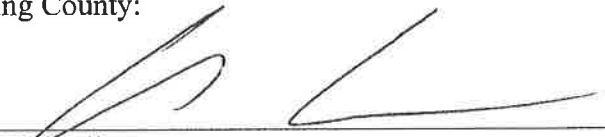
6. If by December 31, 2015, the County is able to secure sufficient additional funding to fully support clinics and programs operating at that time from other sources, the Merit and Step/Longevity Freeze for the year 2016 shall be rescinded effective January 2016.

For Professional and Technical Employees, Local 17:

  
\_\_\_\_\_  
Denise Cobden  
Union Representative

10/6/14  
Date

For King County:

  
\_\_\_\_\_  
Andre Chevalier  
Labor Negotiator  
Office of Labor Relations  
King County Executive Office

10/6/14  
Date

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY  
AND  
WASHINGTON STATE COUNCIL OF COUNTY AND  
CITY EMPLOYEES, COUNCIL 2, LOCAL 21HD  
ADDRESSING THE PUBLIC HEALTH BUDGET CRISIS**

**Subject: Step and Longevity Increase Freeze Agreement to Save Jobs and Services**

**PREAMBLE**

WHEREAS, Public Health is experiencing a structural budget gap with a projected multi-million dollar deficit over the next few years with significant potential impacts to jobs and services;

WHEREAS, the Parties have a shared interest to preserve jobs and critical services when sustainable funding is made available;

WHEREAS, Washington State Council of County and City Employees, Council 2, Local 21 HD and King County have a history of working collaboratively to address serious budget challenges faced by King County and Public Health;

WHEREAS, the partnership between the Washington State Council of County and City Employees, Council 2, Local 21 HD and King County have resulted in numerous agreements over the years including: implementation of LEAN proposals; unpaid furloughs; Cost-of-Living Adjustment (COLA) Agreements; countywide coalition bargaining agreements; and effective use of Labor Management Committees and Alternative Dispute Resolution to reach collaborative resolutions to problems.

**AGREEMENT**

King County (the County) and the Washington State Council of County and City Employees, Council 2, Local 21 HD (the Union) agree as follows:

1. Union bargaining unit members (Union Members) in Community Health Services, Prevention, Administrative Services, and Jail Health Services shall not receive a step increase for 2015 and 2016. Any cost-savings from Union Members covered by the Agreement will be used to support critical Public Health clinics, services, and regional programs.

2. Union Members in Community Health Services, Prevention, Administrative Services, and Jail Health Services shall not receive an increase to longevity pay for 2015 and 2016. Any cost-savings from Union Members covered by the Agreement will be used to support critical Public Health clinics, services, and regional programs.

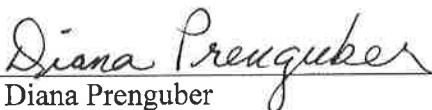
3. The 2015 and 2016 Merit and Step/Longevity Increase Freeze shall apply to all non-represented positions in Community Health Services, Prevention, Administrative Services, and Jail Health Services if the unions that represent the majority of employees in these divisions ratify their respective Step and Longevity Freeze Agreements.

4. The County will commit to save at least one (1) Public Health clinic proposed to be closed under the baseline scenario if unions that represent the majority of employees in Community Health Services, Prevention, Administrative Services, and Jail Health Services ratify their respective Step and Longevity Freeze Agreements. If additional Public Health funding is available, the County will strive to preserve critical clinic services and programs where feasible.

5. If by December 31, 2015, the County is able to secure sufficient additional funding to fully support clinics and programs operating at that time from other sources, the Merit and Step/Longevity Freeze for the year 2016 shall be rescinded effective January 2016.


6. The terms of this Agreement shall not apply if the Unions that represent the majority of employees in Community Health Services, Prevention, and the Administrative Services do not ratify their respective Step/Longevity Freeze Agreements.

For the Washington State Council of County and City Employees, Council 2, Local 21HD:

  
\_\_\_\_\_  
Diana Prenguber  
Staff Representative

9-24-14  
\_\_\_\_\_  
Date

For King County:

  
\_\_\_\_\_  
Andre Chevalier  
Labor Negotiator  
Office of Labor Relations  
King County Executive Office

9/29/14  
\_\_\_\_\_  
Date

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY  
AND  
WASHINGTON STATE COUNCIL OF COUNTY AND  
CITY EMPLOYEES, COUNCIL 2, LOCAL 1652**

**Subject: Step and Longevity Increase Freeze Agreement to Save Jobs and Services**

**PREAMBLE**

WHEREAS, Public Health is experiencing a structural budget gap with a projected multi-million dollar deficit over the next few years with significant potential impacts to jobs and services;

WHEREAS, the Parties have a shared interest to preserve jobs and critical services when sustainable funding is made available;

WHEREAS, the Washington State Council of County and City Employees, Council 2, Local 1652 and King County have a history of working collaboratively to address serious budget challenges faced by King County and Public Health;

WHEREAS, the partnership between the Washington State Council of County and City Employees, Council 2, Local 1652 and King County have resulted in numerous agreements over the years including: implementation of LEAN proposals; unpaid furloughs; Cost-of-Living Adjustment (COLA) Agreements; countywide coalition bargaining agreements; and effective use of Labor Management Committees and Alternative Dispute Resolution to reach collaborative resolutions to problems.

**AGREEMENT**

King County (the County) and the Washington State Council of County and City Employees, Council 2, Local 1652 (the Union) agree as follows:

1. Union bargaining unit members (Union Members) in Community Health Services, Prevention, Administrative Services, and Jail Health Services shall not receive a step increase for 2015 and 2016. Any cost-savings from Union Members covered by the Agreement will be used to support critical Public Health clinics, services, and regional programs.

2. Union Members in Community Health Services, Prevention, Administrative Services, and Jail Health Services shall not receive an increase to longevity pay for 2015 and 2016. Any



cost-savings from Union Members covered by the Agreement will be used to support critical Public Health clinics, services, and regional programs.

3. The 2015 and 2016 Merit and Step/Longevity Increase Freeze shall apply to all non-represented positions in Community Health Services, Prevention, Administrative Services, and Jail Health Services if the unions that represent the majority of employees in these divisions ratify their respective Step and Longevity Freeze Agreements.

4. The County will commit to save at least one (1) Public Health clinic proposed to be closed under the baseline scenario if unions that represent the majority of employees in Community Health Services, Prevention, Administrative Services, and Jail Health Services ratify their respective Step and Longevity Freeze Agreements. If additional Public Health funding is available, the County will strive to preserve critical clinic services and programs where feasible.

5. If by December 31, 2015, the County is able to secure sufficient additional funding to fully support clinics and programs operating at that time from other sources, the Merit and Step/Longevity Freeze for the year 2016 shall be rescinded effective January 2016.

The terms of this Agreement shall not apply if the Unions that represent the majority of employees in Community Health Services, Prevention, and the Administrative Services do not ratify their respective Step/Longevity Freeze Agreements.

For the Washington State Council of County and City Employees, Council 2, Local 1652:

Diana Prenguber  
Diana Prenguber  
Staff Representative

9-24-14  
Date

For King County:

Andre Chevalier  
Andre Chevalier  
Labor Negotiator  
Office of Labor Relations  
King County Executive Office

9/24/14  
Date

**Memorandum of Agreement  
By and Between  
King County  
and  
Washington State Nurses Association  
Representing Staff Nurses in  
Seattle-King County Public Health and Department of  
Adult and Juvenile Detention**

**Subject: COLA and Freeze for Step and Merit/Longevity Increases**

King County and the Washington State Nurses Association (WSNA) agree to the following:

**I. 2015-2016 COLA**

The Cost-of-Living Wage Adjustment ("COLA") terms outlined below are contingent upon the successful ratification by the Washington State Nurses Association (WSNA) of the 2015-2016 Step/Merit/Longevity Increase Freeze.

Effective January 1, 2015, nurses covered by this Memorandum of Agreement (MOA) and employed in 2015 will receive a 2.0% Cost-of-Living Wage Adjustment.

Effective January 1, 2016, nurses covered by this MOA and employed in 2015 will receive a 2.25% Cost-of-Living Wage Adjustment.

**II. Freeze for Step and Merit/Longevity Increases**

This MOA is applicable to all WSNA Members if:

- A. The majority of WSNA members ratify this MOA; and,
- B. The Unions that represent the majority of employees in Community Health Services, Prevention, and the Administration ratify the Step/Merit/Longevity Increase Freeze MOA.

Under the terms of this MOA the County will:

1. Freeze all step increases (see WSNA Wage Addendum) for no more than the years 2015 (January 1, 2015 through December 31, 2015) and 2016 (January 1, 2016 through December 31, 2016).

- 2. Freeze all longevity increases (see section 7.2.6 of the staff nurse CBA) for no more than the years 2015 (January 1, 2015 through December 31, 2015) and 2016 (January 1, 2016 through December 31, 2016).


In addition, the 2015-2016 MOT/Step/Longevity Increase Freeze shall apply to non-represented positions in Community Health Services, Prevention and Director's Office/Administration.

In return, the Executive will commit to saving at least one (1) clinic and make every effort to preserve other critical regional programs the County has proposed to reduce or eliminate under the base scenario.

If by December 31, 2015, the County is able to secure additional funding to fully support clinics and programs operating at that time from any source including but not limited to the amplifier effect of patient generated revenue, funding from other jurisdictions, or any other source, the freeze to 2016 Step and Longevity increases shall be rescinded effective January 1, 2016.

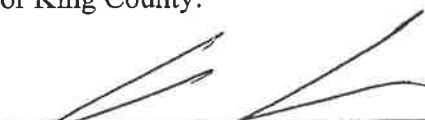
This MOA expires no later than midnight, December 31, 2016.

For the Washington State Nurses Association, Staff Nurses:

  
 \_\_\_\_\_  
 Linda Machia  
 Labor Negotiator

September 18, 2014  
 \_\_\_\_\_  
 Date

For King County:

  
 \_\_\_\_\_  
 Andre Chevalier  
 Labor Negotiator  
 Office of Labor Relations  
 King County Executive Office

9/18/14  
 \_\_\_\_\_  
 Date

**Memorandum of Agreement  
By and Between  
King County  
And  
Washington State Nurses Association  
Representing Supervisors and Managers in  
Seattle-King County Public Health**

**Subject: COLA and Freeze for Step and Merit/Longevity Increases**

King County and the Washington State Nurses Association (WSNA) agree to the following:

**I. 2015-2016 COLA**

The Cost-of-Living Wage Adjustment (“COLA”) terms outlined below are contingent upon the successful ratification by the Washington State Nurses Association (WSNA) of the 2015-2016 Step/Merit/Longevity Increase Freeze.

Effective January 1, 2015, nurses covered by this Memorandum of Agreement (“MOA”) and employed in 2015 will receive a 2.0% Cost-of-Living Wage Adjustment.

Effective January 1, 2016, nurses covered by this MOA and employed in 2015 will receive a 2.25% Cost-of Living Wage Adjustment.

**II. Freeze for Step and Merit/Longevity Increases**

This section is applicable to all WSNA members if:

- A. The majority of WSNA members ratify this MOA; and,
- B. The Unions that represent the majority of employees in Community Health Services, Prevention, and the Administration ratify the MOA Step/Merit/Longevity Increase Freeze.

Under the terms of this MOA the County will:

1. Freeze all step increases (see WSNA Wage Addendum) for no more than the years 2015 (January 1, 2015 through December 31, 2015) and 2016 (January 1, 2016 through December 31, 2016).
2. Freeze all longevity increases (see section 7.17 of the supervisor CBA) for no more than the years 2015 (January 1, 2015 through December 31, 2015) and 2016 (January 1, 2016 through December 31, 2016).

