



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

July 17, 2018

Motion 15179

Proposed No. 2018-0325.1

Sponsors Dembowski

1 A MOTION reclassifying three council employees.

2 WHEREAS, the employment and administration committee, upon the request of
3 three employees, made a recommendation on June 25, 2018, to reclassify these
4 employees so as to relieve them of any supervisory duties, and

5 WHEREAS, these are highly valued employees, and the council wishes to
6 accommodate their request but also reclassify them in a manner that does not reduce their
7 compensation, which is commensurate with the experience and responsibilities they will
8 have irrespective of the reclassification, and

9 WHEREAS, when the original recommendation was made by the employment
10 and administration committee on June 25, 2018, reclassification of these employees
11 within the available personnel ranges and steps made it difficult to maintain their
12 compensation at the same level, and

13 WHEREAS, the execution of a memorandum of agreement between the county
14 and the union will allow reclassification of these employees while maintaining their
15 current compensation levels;

16 NOW, THEREFORE, BE IT MOVED by the Council of King County:

17 A. Mary Bourguignon and Wendy Soohoo are reclassified and their rate of pay is
18 set per the memorandum of agreement attached hereto as Attachment A, which is
19 incorporated by this reference.

20 B. Erin Auzins is reclassified from a Supervising Legislative Analyst I to a
21 Senior Principal Legislative Analyst at Pay Range 79, Step 5.
22

Motion 15179 was introduced on and passed by the Metropolitan King County Council on 7/16/2018, by the following vote:

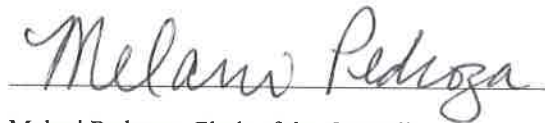
Yes: 9 - Mr. von Reichbauer, Mr. Gosssett, Ms. Lambert, Mr. Dunn,
Mr. McDermott, Mr. Dembowski, Mr. Upthegrove, Ms. Kohl-Welles
and Ms. Balducci
No: 0
Excused: 0

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



J. Joseph McDermott, Chair

ATTEST:



Melani Pedroza, Clerk of the Council



Attachments: A. Memorandum of Agreement by and between King County and International Brotherhood of Teamsters, Local 117 Representing Legislative Analysts - King County Council

**Memorandum of Agreement
By and Between
King County
and
International Brotherhood of Teamsters, Local 117
Representing
Legislative Analysts – King County Council**

Subject: Reclassifications of Mary Bourguignon and Wendy Soohoo

Overview:

King County (the County) and the International Brotherhood of Teamsters, Local 117 (the Union) have agreed to the request of the employees listed below to be voluntarily demoted from their current position as Supervising Legislative Analyst I (Sp-LA I), to the position of Senior Principal Legislative Analysts (SPLA). The parties have engaged in effects bargaining with respect to these changes and have reached the agreement terms provided below.

Agreement:


1. After reviewing the duties, skills and working conditions of the employees listed within this Agreement, it is agreed that the listed employees will be reclassified as SPLAs (PeopleSoft Job Code 2800300), and will continue to receive all relevant rights under the Union's Collective Bargaining Agreement covering the Legislative Analyst's bargaining unit [454].
2. The listed employees will remain at their current rate of pay, commensurate with the pay of the Sp-LA I at pay Range 81, Step 9 of the 2018 Annual Squared Table, until such time as the SPLA pay at pay Range 79 exceeds their current pay rate. The classification of SPLA is exempt and is not overtime eligible.
3. The employees referenced below agree that their positions will be reclassified to the SPLA classification.

Name (Last, First)	Current Job Code	New Job Code
Bourguignon, Mary	2704100	2800300
Soohoo, Wendy	2704100	2800300

4. This Agreement only covers the employees identified herein, and impacts no other positions or employees in or out of the bargaining unit in similar classifications. This Agreement shall not establish a practice or set a precedent regarding bargaining unit [454] positions that are reallocated to a different classification.

5. This Agreement is effective July 16, 2018, on which date the above-referenced changes will be implemented.

For International Brotherhood of Teamsters, Local 117:



John Scearcy
Secretary-Treasurer

7/16/18
Date

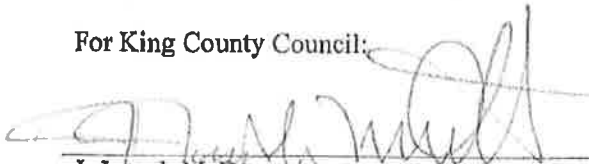
For King County:



Robert S. Railton
Labor Relations Manager
Office of Labor Relations
King County Executive Office

7/16/18
Date

For King County Council:



J. Joseph McDermott
Chair

7/16/18
Date