**13602**

Maggi Fimia
Larry Phillips
Kent Pullen
Introduced By: Greg Nickels

July 27, 1999
060O0199

Proposed No.: **1999-0396**

ORDINANCE NO. **13602**

AN ORDINANCE approving and adopting a Memorandum of Agreement and Addendum C negotiated by and between King County and International Federation of Professional & Technical Engineers, Local 17, representing employees in the Department of Public Health; and establishing the effective dates of said Agreement and Addendum.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. The Memorandum of Agreement and Addendum C negotiated between King County and the International Federation of Professional & Technical Engineers, Local 17, representing employees in the Department of Public Health and attached hereto is hereby approved and adopted by this reference made a part hereof.

SECTION 2. Terms and conditions of said agreement shall be effective from January 1, 1999, through December 31, 2001. Terms and conditions of said addendum shall become effective January 1, 1999 through June 30, 2000.

INTRODUCED AND READ for the first time this 26th day of July, 1999.

PASSED by a vote of 13 to 0 this 16th day of August, 1999.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Louise Miller
Chair

ATTEST:

Clerk of the Council

APPROVED this 19 day of August, 1999

King County Executive

Attachments: Memorandum of Agreement and Addendum C
Fiscal Note to Memorandum of Agreement dated 7/27/99

13602

# ADDENDUM C
# To the 1997-2000 Collective Bargaining Agreement
# Between
# King County
# And
# International Federation of Professional & Technical Engineers
# Local 17
# King County Department of Public Health
# Information Systems Professionals Bargaining Unit

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The parties, King County represented by Stephen Robinson, and International Federation of Professional & Technical Engineers, Local 17 represented by Kim Ramsey, agree to the following additions and modifications to the July 1997 through June 2000 Collective Bargaining Agreement covering Local 17 represented Health Department employees. The following additions and modifications are made for the purpose of recognizing a new bargaining unit of Information Systems Professionals under this Collective Bargaining Agreement.

## I. The parties agree to amend the following articles/sections as follows:

**Article 2: Recognition and Bargaining Units**

***Section 1. Bargaining Units.*** The County hereby recognizes the Union as the exclusive bargaining representative of the five bargaining units (Administrative Support, Health Professional Unit, and Information Systems Professional Unit), in the job classifications, listed in the attached Addendum. This shall include all such employees not otherwise excluded in the following sections of this Article.

***Section 7.*** The Employer shall not use non-career service employees to supplant regular positions or use non-career service employees other than as provided by County Ordinance. The Union will be notified of provisional appointments made to bargaining unit positions.

**Article 12: Holidays**

*Section 7.* Holiday Pay for Employees on Alternative Work Schedules. Employees scheduled to work an alternative work schedule such as four ten-hour days, shall be granted no more than ninety-six (96) hours per year, eighty-four (84) hours for employees on a thirty-five (35) hour work week. Employees working alternative work schedules whose departments close on a designated holiday shall be allowed to cover the hours beyond the normal

holiday allowance by using accrued but unused time off (vacation or compensatory time) or take leave without pay, or by mutual agreement with the supervisor, the employee shall be allowed to work to make up the hours during that same work week. In no event will the rescheduling of hours in this manner be allowed if the resulting hours of work will result in overtime pay. When a holiday falls on a employee's regularly scheduled day off, the employee will have the option of receiving the holiday pay at the straight time rate in the same pay period or of scheduling an alternate paid day within thirty (30) days of the actual holiday.

## Article 18: Hours of Work and Overtime

### *I. Administrative Support, Health and Environmental Health Professional and Technical Employees and Information Systems Professionals - Non-Exempt.*

***Section 1. Work Week.*** Eight (8) hours shall constitute a normal day's work and five (5) consecutive days a normal week's work. Information Systems Professionals on an established thirty-five (35) hour workweek will retain a thirty-five (35) hour workweek unless mutually agreed between the employee and supervisor.

***Section 2. Alternative Work Schedules.*** It is hereby agreed that the Department may, notwithstanding Section 1 of this Article, upon notice to the Union, implement alternative work schedules affecting employees covered by this Agreement. An alternative work schedule is defined as any schedule of hours of work other than the traditional five eight-hour days within a seven-day workweek. Examples of alternative work schedules include but are not limited to:

- 4/10 hour work days
- a 9/8-off alternating workweek schedule. (The record keeping time-sheet for this schedule must be one which meets the FLSA standards dividing between two work weeks mid shift on the fifth day of work which is eight (8) hours or a day off.)

In administering the alternative work schedule, the following working conditions shall prevail:

- Overtime shall be paid for any hours worked in excess of forty (40) hours per week;
- Vacation benefits shall be accrued and expended on an hourly basis;
- Sick leave benefits shall be accrued and expended on an hourly basis;
- Holidays shall be granted in accordance with Article 12 of the Agreement;
- Employee participation shall be on a voluntary basis

***Section 3. Rest Period.*** Employees covered by this Agreement shall be provided a fifteen (15)-minute rest period during each half of their workday.

***Section 4. Meal Time.*** Employees covered by this Agreement shall be provided an uncompensated mealtime which shall not exceed one (1) hour.

***Section 5. Overtime.*** All work performed in excess of forty (40) hours in any work week shall be considered as overtime and shall be paid for at the overtime rate of one and one-half (1 1/2) times the hourly regular rate of pay.

Employees may make necessary adjustments, when approved by the Health Department, in their normal work hours required to fulfill their job responsibilities within a forty (40) hour week without overtime compensation.

***Section 6. Compensatory Time Off.*** For employees covered by this Agreement, overtime shall be paid at either the applicable overtime rate or by mutual consent between the employee and his/her supervisor, compensated for by compensatory time off at the applicable overtime rate and in such a manner so as not to conflict with the Fair Labor Standards Act (FLSA).

***Section 7. Emergency Call Back.*** An employee covered by this Agreement who is called back to work after completion of his/her regular shift or work week shall be granted at least the equivalent of two (2) hours pay at the applicable overtime rates. Information Systems Professionals, who respond by phone, shall be granted at least the equivalent of one half (1/2) hour pay at the applicable overtime rates.

***Section 8. Work Schedules other than Monday through Friday.*** When management deems it necessary, work schedules may be established other than the normal Monday through Friday schedule. Schedule changes shall be made on a voluntary basis for Information Systems Professionals, whenever possible.

***Section 9. Notice prior to Change in Schedule.*** Five (5) days advance notice shall be afforded employees covered by this Agreement when involuntary schedule changes are required by their supervisor.

***Section 10. Overtime Assignment.*** When necessary, management can require an employee to perform work outside of his her regularly scheduled work shift unless health problems prohibit the employee from performing such work. When possible, overtime work will be assigned to employees on a rotation basis within a class series among qualified employees in the work unit on the shift where such overtime work is to be performed. Information Systems Professionals will be paid overtime for work at home and at Health Department sites in support of production systems resolution or as approved by management on a case by case basis in support of fulfilling critical project deadlines, emergency situations or when completion of work will eliminate additional travel on the following day/week. Work scheduled for weekends or holidays shall be a minimum four (4) hours scheduled, unless agreed otherwise by the employee. For Information Systems Professionals overtime will be assigned on a voluntary basis, whenever possible.

## *II. Environment Health Senior Professional Employees and Information Systems Professional - Exempt*

***Section 1. Work Week Definition.*** Eight (8) hours shall constitute a normal day's work and five (5) consecutive days a week's work; provided, however, other straight-time hours of work may be established by mutual written agreement between the Health Department and the Union Information Systems Professionals on an established thirty-five (35) hour work week will retain a thirty-five (35) hour work week unless mutually agreed between the employee and supervisor.

***Section 2. Rest Period.*** Employees covered by this Agreement shall be provided a fifteen (15)-minute rest period during each half of their workday.

***Section 3. Meal Time.*** Employees covered by this Agreement shall be provided an uncompensated mealtime which shall not exceed one (1) hour.

***Section 4. Overtime Payment when Directed by Employer.*** Overtime which has been specifically directed by an employee's immediate supervisor shall be paid at the rate of one and one-half (1 1/2) times the employee's regular straight-time hourly rate of pay or by mutual consent compensated for by compensatory time off at the rate of one and one-half (1 1/2) times regular straight-time hourly rate for hours worked beyond forty (40) hours in a week.

***Section 5. Overtime Payment when Work is at Discretion of Employee.*** Overtime which is performed at the discretion of the employee, in order to expedite or facilitate her/his work commitment and which has the prior approval of her/his immediate supervisor, who is not a member of the bargaining unit, shall, at the discretion of the Health Department, be either paid for at the rate of one and one-half (1 1/2) times the employee's hourly regular rate of pay or compensated for by compensatory time off at a rate of one and one-half (1 1/2) times the overtime hours worked beyond forty (40) hours in a week. Information Systems Professionals will be paid overtime for work at home and at Health Department sites in support of production systems resolution or as approved by management on a case by case basis in support of fulfilling critical project deadlines, emergency situations or when completion of work will eliminate additional travel on the following day/week. Information Systems Professional staff on a thirty-five (35) hour work week at the discretion of the Health Department will receive either straight-time pay or compensatory time for hours worked between thirty-five (35) and forty (40) hours.

***Section 6. Emergency Call-Back.*** An employee who is called back to work after the completion of her/his regular shift shall be compensated at the rate of one and one-half (1 1/2) times the employee's regular hourly rate of pay. Information Systems Professional staff on a thirty-five (35) hour work week at the discretion of the Health Department will receive either straight-time pay or compensatory time for hours worked between thirty-five (35) and forty (40) hours. For Information Systems Professionals covered by this Agreement called back to work

after completion of a regular shift or work week shall be granted at least the equivalent of two (2) hours pay at the applicable overtime rates. Information Systems Professionals, who respond by phone, shall be granted at least the equivalent of one half (1/2) hour pay at the applicable overtime rates.

***Section 7. Work Schedules other than Monday through Friday.*** When management deems it necessary, work schedules may be established other than the normal Monday through Friday schedule. For Information Systems Professionals, work schedules may be established other than Monday through Friday with mutual consent between the employee and his/her supervisor, whenever possible.

***Section 8. Overtime Work Assignment.*** When necessary, management can require an employee to perform work outside of his/her regularly scheduled work shift unless health problems prohibit the employee from performing such work. When possible, overtime work will be assigned to employees on a rotation basis within a class series among qualified employees in the work unit on the shift where such overtime work is to be performed. Information Systems Professionals will be paid overtime for work at home and at Health Department sites in support of production systems resolution or as approved by management on a case by case basis in support of fulfilling critical project deadlines, emergency situations or when completion of work will eliminate additional travel on the following day/week. Work scheduled for weekends or holidays shall be a minimum four (4) hours scheduled, unless agreed otherwise by the employee. For Information Systems Professionals overtime will be assigned on a voluntary basis, whenever possible.

**Article 21: General Conditions**

***Section 11. Tools.*** Information Systems Professionals will be provided the necessary tools (including software) as mutually agreed upon by the employee and management as required to perform the job.

**Article 23: Labor Management Training**

***Section 3. Training.*** The County recognizes the mutual benefit to be attained by affording training opportunities to employees and shall provide information and access to training opportunities for its employees, within budgeted appropriations. The training opportunities shall be guided by, but not limited to, the overall objectives of encouraging and motivating employees to improve their personal capabilities in performance of specific tasks, and to allow Information Systems Professionals to gain the necessary skills to move forward in their chosen Information Systems Career Path. All Health Department Career Service employees shall have equal access to training opportunities. Information Systems Professionals training will be distributed in a fair and equitable manner among the ISP staff based on Department skill needs,

individual Information Systems Career Path choices, and individual skill currency with the marketplace, provided the training is within the Department's budget limitations.

## II. Other Agreements

**1.** Information Systems Professionals covered under this Agreement will be compensated according to attached Wage Addendum - Health Information Systems Professionals effective July 1, 1998.

**2.** Classification appeals will be conducted under the terms Article 9 Section 5(c) of the master agreement.

**3.** In the event King County institutes pay or benefits to its non-represented Information Systems Professionals, over and above or in addition to those established in this Agreement and its Addenda, the County agrees to reopen this agreement at the request of Local 17 on the subject of pay and benefits for its represented Information Systems Professionals. Any agreed to increases in pay ranges pursuant to this item shall be effective January 1, 1999. Any increases in benefits pursuant to this item shall be effective on the date of implementation of those benefits increases.

**4.** The Parties agree to work together to develop and draft an Information Systems Career Path Chart outlining the education, skills attainment and experience necessary for individuals to progress through the Information Systems Professional Classification Series to include Career Choice options for attaining management level positions within the County. When completed this Information Systems Career Path Chart shall become an addendum to this agreement.

This Agreement is the full and final agreement on this subject and is effective from January 1, 1999 through June 30, 2000.

I agree to the above terms on behalf of:

**APPROVED** this _____ day of _____, 1999

By _____
King County Executive

I agree to the above terms on behalf of:
International Federation of Professional &
Technical Engineers, Local 17:

_____ _____
Kim Ramsey Date
Union Representative

## WAGE ADDENDUM

## COMPENSATION FOR LOCAL 17 REPRESENTED
## INFORMATION SYSTEMS PROFESSIONAL STAFF

### King County 1998 Salary Schedule Wage Rates:

| Information Systems Professional I ~ Range 48 (40 Hour Rate) | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | *Step 1* | *Step 2* | *Step 3* | *Step 4* | *Step 5* | *Step 6* | *Step 7* | *Step 8* | *Step 9* | *Step 10* |
| 40-HR | 17.3355 | 18.1768 | 18.6187 | 19.0712 | 19.5353 | 20.0107 | 20.4980 | 20.9976 | 21.5100 | 22.0352 |

| Information Systems Professional II ~ Range 52 (40 Hour Rate) | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | *Step 1* | *Step 2* | *Step 3* | *Step 4* | *Step 5* | *Step 6* | *Step 7* | *Step 8* | *Step 9* | *Step 10* |
| 40-HR | 19.0825 | 20.0107 | 20.4980 | 20.9976 | 21.5100 | 22.0352 | 22.5733 | 23.1248 | 23.6898 | 24.2695 |

| Information Systems Professional III ~ Range 58 (40 Hour Rate) | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | *Step 1* | *Step 2* | *Step 3* | *Step 4* | *Step 5* | *Step 6* | *Step 7* | *Step 8* | *Step 9* | *Step 10* |
| 40-HR | 22.0477 | 23.1248 | 23.6898 | 24.2695 | 24.8637 | 25.4721 | 26.0962 | 26.7358 | 27.3916 | 28.0637 |

| Information Systems Professional IV ~ Range 63 (40 Hour Rate) | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | *Step 1* | *Step 2* | *Step 3* | *Step 4* | *Step 5* | *Step 6* | *Step 7* | *Step 8* | *Step 9* | *Step 10* |
| 40-HR | 24.8782 | 26.0962 | 26.7358 | 27.3916 | 28.0637 | 28.7520 | 29.4527 | 30.1228 | 30.8091 | 31.5122 |

| Local 17 ISP Represented Staff<br>ISP I = 48 ISP II = 52 ISP III = 58 ISP IV = 63 | | | | | |
|---|---|---|---|---|---|
| **Name** | **New Class** | **New Step** | **7/1/98 Rate** | **Next Step Increase Date** | **Notes** |
| Michaels, Joey | ISP III | 7 | 26.09 | July 1, 1999 | |
| Menghi, Mark | ISP III | 5 | 24.88 | June 16, 1999 | |
| Ludwig, Lee | ISP III | 7 | 26.09 | August 1, 1998 | |
| Johnson, Ralph | ISP III | 4 | 24.27 | January 16, 1999 | |
| Frehner, Matt | ISP III | 2 | 23.12 | February 16, 1999 | |
| Banti, Tibebe | ISP II | 7 | 22.57 | February 2, 1999 | |
| Bautista, Enrique | ISP II | 5 | 21.51 | August 16, 1999 | |
| Bossart, Mark | ISP II | 3 | 20.50 | March 23, 1999 | |
| Anderson, Dan | ISP II | 2 | 20.01 | February 1, 1999 | Promoted to ISP III 4-1-99 @ Step 1 |
| Cassidy, Casey | ISP II | 2 | 20.01 | October 1, 1998 | |
| Ng, Paul | ISP II | 2 | 20.01 | March 23, 1999 | |
| Patterson, Kristine | ISP II | 2 | 20.01 | February 1, 1999 | |
| Cagle, Tony | ISP III | 7 | 26.09 | May 1, 1999 | |
| Roll, Lynn | ISP III | 7 | 26.09 | March 16, 1999 | |
| Veenstra, Brent | ISP IV | 5 | 28.75 | July 16, 1998 | At Step 5 one pay period Step 6, 7-16-98; Step 7, 7-16-99 |
| Hall, William | ISP I | 2 | 18.18 | April 16, 1999 | |
| Bentham, Eric | ISP I | 2 | 18.18 | May 1, 1999 | Promoted to ISP II 7-1-99 @ Step 2 |
| Henwood, Dan | ISP III | 4 | 24.26 | January 1, 1999 | |
| Penn, Toby | ISP III | 7 | 26.09 | October 1, 1998 | |
| Fields, Jan | ISP III | 5 | 24.88 | January 1, 1999 | |
| Sohlberh, Beth | ISP III | 5 | 24.88 | January 1, 1999 | |
| Aberra, Azeb | ISP IV | 3 | 26.73 | May 16, 1999 | |
| Philips, Lou | ISP IV | 3 | 26.73 | April 1, 1999 | |
| Yu, Tianji | ISP III | 8 | 26.73 | April 1, 1999 | |

dated 1/27/99

# FISCAL NOTE

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| | |
|---|---|
| **Ordinance/Motion No.** | Memorandum of Agreement |
| **Title:** | International Federation of Professional & Technical Engineers, Local 17: Environmental Health Professional, Technical Unit; Environmental Health Senior Professional Unit; Health Professional, Technical Unit; and the Administrative Support Unit |
| **Effective Date:** | January 1, 1998 |
| **Affected Agency and/or Agencies:** | Department of Public Health |
| **Department Sign Off:** | Kathleen Uhlorn, Admin Services Manager, Administrative Services, DPH |
| **Note Prepared by:** | Jim Johnson, Labor Negotiator, OHRM 1/28/99 **Phone:** 296-8556 |
| **Note Reviewed by:** | Sally Branigan, Budget Supervisor (SAB) |

**EXPENDITURES FROM:**

| Fund Title | Fund Code | Department | 1998 | 1999 | 2000 | 2001 |
|---|---|---|---|---|---|---|
| Public Health | 1800 | Public Health | 920,712 | 2,171,587 | 1,245,234 | 1,294,054 |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| *TOTAL* | | | *920,712* | *2,171,587* | *1,245,234* | *1,294,054* |

**EXPENDITURE BY CATEGORIES:**

| Expense Type | Dept Code | Department | 1998 Retro | 1999 & 1998 Retro Annualized | 2000 | 2001 |
|---|---|---|---|---|---|---|
| Salaries | | | 799,576 | 1,885,876 | 1,063,364 | 1,084,631 |
| PERS & FICA | | | 121,136 | 285,711 | 181,870 | 209,423 |
| Other | | | | | | |
| | | | 920,712 | 2,171,587 | 1,245,234 | 1,294,054 |
| *TOTAL* | | | *920,712* | *2,171,587* | *1,245,234* | *1,294,054* |

**ASSUMPTIONS:**

**Assumptions used in estimating expenditure include:**

1. **Contract Period (s):** MOA covering class/comp negotiations.
2. **Wage Adjustments & Effective Dates:**
   - **COLA:** N/A (there was no change to this contract provision)
   - **Other:** See attached table
   - **Retro/Lump Sum Payment:** New rates are retroactive to 1/1/98.
3. **Other Wage-Related Factors:**
   - **Step Increase Movement:** N/A (there was no change to this contract provision)
   - **PERS/FICA:** PERS @ 7.50% FICA @ 7.65%
   - **Overtime:** N/A
4. **Other Cost Factors:** N/A

**Memorandum of Agreement**
**Regarding Wages for**
**International Federation of Professional & Technical Engineers, Local 17**
**Health Department Represented Positions**
**By and Between**
**King County**
**And**
**International Federation of Professional & Technical Engineers, Local 17**

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WHEREAS King County and International Federation of Professional & Technical Engineers, Local 17 have bargained in good faith an agreement on wages and other related provisions, in accordance with Addendum B of the labor agreement;

WHEREAS such bargaining was conducted using a collaborative process designed to meet the interests of the parties, and represents a potential new bargaining direction for the County and its Unions;

WHEREAS the agreement reached by the parties require ratification by each bargaining unit, under the IFPTE, Local 17 / Public Health - Seattle & King County Contract, and the Metropolitan King County Council; therefore,

IT IS HEREBY AGREED that the following provisions represent the agreement reached between King County and IFPTE, Local 17 relating to the implementation of the new classifications for bargaining unit positions:

***Duration of Memorandum and Master Agreement Extension***

The parties agree to incorporate this Memorandum of Agreement for the Environmental Health Professional, Technical Unit; Environmental Health Senior Professional Unit; Health Professional, Technical Unit; and the Administrative Support Unit with the IFPTE, Local 17 / Public Health - Seattle & King County Contract. And the duration of all provisions therein shall be the period January 1, 1999 through December 31, 2001 except as provided below.

***Master Agreement Openers***

The parties agree that the following subjects will be open for negotiations no later than April 1, 2000. It is the intent of the parties to conclude this process by no later than December 30, 2000.

1. Maximum vacation accrual and payout – Article 11 Annual Vacations
2. Hours of Work – Article 18 Hours of Work and Overtime
3. Working Conditions - Jail Health, including premium and/or hazard pay – Articles 9, 10, and 17.
4. Temporary, TLT's, Career Service - Hiring preferences, return rights

5. Layoff - Part-time employees – Article 19
6. Working Conditions - Interpreters

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***Pay Ranges***

The parties agree that the following classification titles shall be compensated at the pay range and top step pay rates shown below:

| Classification Title | Pay Range | 1999 Top Step |
|---|---|---|
| ***Administrative Support Unit*** | | |
| Administrative Office Assistant | 29 | 14.2999 |
| Administrative Specialist I | 33 | 15.7230 |
| Administrative Specialist II | 37 | 17.2876 |
| Administrative Specialist III | 41 | 19.0079 |
| Administrative Specialist IV | 46 | 21.4010 |
| PHASS | 51 | 24.0954 |
| Fiscal Specialist I | 34 | 16.1003 |
| Fiscal Specialist II | 38 | 17.7025 |
| Fiscal Specialist III | 42 | 19.4641 |
| Fiscal Specialist IV | 47 | 21.9146 |
| Technical Information Processing Specialist I | 32 | 15.3545 |
| Technical Information Processing Specialist II | 36 | 16.8824 |
| Technical Information Processing Specialist III | 40 | 18.5624 |
| Technical Information Processing Specialist IV | 45 | 20.8994 |
| ***Health Professional, Technical Unit*** | | |
| Health Outreach Aide | 35 | 16.4867 |
| Social Services Specialist | 41 | 19.0079 |
| Education Specialist | 44 | 20.4096 |
| Educator Consultant I | 54 | 25.8722 |
| Nutritionist | 52 | 24.6737 |
| Educator Consultant II | 58 | 28.4468 |
| Social Worker | 52 | 24.6737 |
| Educator Consultant III | 62 | 31.2776 |
| Nutrition Consultant | 56 | 27.1290 |
| Lab Assistant I | 28 | 13.9648 |
| Pharmacy Assistant B | 28 | 13.9648 |
| Pharmacy Assistant A | 33 | 15.7230 |
| Lab. Assistant II | 33 | 15.7230 |
| Med. Tech | 46 | 21.4010 |

| Classification Title | Pay Range | 1999 Top Step |
|---|---|---|
| Microbiologist | 46 | 21.4010 |
| Sr. Microbiologist | 50 | 23.5307 |
| Pharmacist | 62 | 31.2776 |
| Sr. Pharmacist | 65 | 33.5841 |
| Health Care Assistant | 37 | 17.2876 |
| Application Worker | 39 | 18.1273 |
| Interpreter | 40 | 18.5624 |
| Family Resource Coordinator | 41 | 19.0079 |
| Health Program Assistant I | 41 | 19.0079 |
| Interpreter / Translator | 43 | 19.9312 |
| Health Program Assistant II | 45 | 20.8994 |

***Environmental Health Professional, Technical Unit***

| | | |
|---|---|---|
| Health & Environmental Inspector | 46 | 21.4010 |
| Health & Environmental Investigator I | 51 | 24.0954 |
| Health & Environmental Investigator II | 56 | 27.1290 |
| Health & Environmental Investigator III | 60 | 29.8287 |
| MPRAF | 58 | 28.4468 |

***Environmental Health Senior Professional Unit***

| | | |
|---|---|---|
| Health & Environmental Investigator IV | 65 | 33.5841 |

***Effective Date of Pay Range Adjustments and Implementation Bargaining***

The parties agree that, consistent with Article 9, Section 2 (e) of the labor agreement, the effective date of pay range adjustments shall be January 1, 1998 and that the effective date for bargaining unit employees hired after January 1, 1998 shall be their date of hire.

***New King County Pay Plan***

The parties agree that the above classification titles and pay rates will be placed on a squared, 10 step pay plan reflecting a 40 hour market pay range. The 40 hour pay rate under the squared 10 step pay plan will be adjusted by annual cost-of-living increases provided for in Article 9, Section 1 (a-d) of the labor agreement.

***Step Placement on King County Pay Plan***

The parties agree that, consistent with Article 9, Section 2 (c) of the labor agreement, bargaining unit members will be placed step for step within the new salary range as determined by years served in the old classification or the first step which constitutes a raise in pay, whichever is greater but not to exceed four percent (4%). Step placement will become effective January 1, 1998.

***Step Progression***

The parties agree that bargaining unit employees with fifteen (15) years of classification seniority in their old classification title as of January 1, 1998 shall, on January 1, 1999 progress two (2) steps in the new pay range and starting January 1, 2000 progress three (3) steps in the new pay range and three (3) steps annually thereafter until step ten of the new range has been reached.

The parties also agree that bargaining unit employees with five (5) years of classification seniority in their old classification title as of January 1, 1998 and who move three (3) or more steps back on the new range in the new classifications listed below shall progress one (1) step in the new range on January 1, 1999, two (2) steps on January 1, 2000 and a maximum of three (3) steps annually thereafter until step ten of the new range is reached or move to the step which corresponds to actual years of service, whichever is less.

| | | |
|---|---|---|
| Office Aide | to | Administrative Office Assistant |
| Administrative Specialist III | to | PHASS |
| Environmental Health Specialist | to | Health & Environmental Investigator II |
| Environmental Health Specialist, Sr. | to | Health & Environmental Investigator III |
| Environmental Health Supervisor | to | Health & Environmental Investigator IV |
| Meat Inspector | to | MPRAF |
| Public Health Educator | to | Educator Consultant II & III (except Regional Health Educators) |
| Data Entry Operator | to | TIPS II and TIPS III |
| Pharmacist | to | Pharmacist |
| Public Health Interpreter | to | Interpreter/Translator |
| Community Health Information Specialist | to | Educator Consultant I |

The parties also agree that initial step adjustment shall be granted on a case by case basis to insure that no pay rate reduction occurs due to transition to the new scales.

The parties agree that, to ease compression in the Health and Environmental Investigator II classification, current incumbents at the top step as of January 1, 1998 shall be initially placed at Step 3 of Range 56.

These provisions are the result of negotiations set forth in Article 9 Section 2 (d) of the labor agreement, and are limited to the implementation of the new classifications.

***Review of Allocations for Certain Represented Positions***

The parties further agree that the County shall review positions currently allocated to the following classifications to determine the proper allocations in the new classification system:

Administrative Specialist IV
Public Health Administrative Support Supervisor
Educator Consultant I
Medical Interpreter
Administrative Support positions in EMS

The parties further agree that the County shall review positions occupied by incumbents who submitted a position description questionnaire in 1994 and subsequently submitted a new PDQ as a result of working out of class and/or receiving special duty pay on an on-going basis during the last two years.

Pay rate adjustments to the new squared 10 step hourly pay grid for classification allocations that are changed as a result of the review will be effective January 1, 1998. The actual implementation of the new classifications will be effective upon ratification of the Memorandum of Agreement by each bargaining unit and the County Council.

Further, the parties agree that the County shall review the allocations of those positions where incumbents have outstanding review requests previously submitted under Article 9 of the labor agreement. Subsequent classification reviews upon implementation of the new classifications shall be in accordance with Article 9 of the labor agreement.

***Seniority***

Classification seniority for the old classification shall be carried through and applied to the new classification. For the purpose of bump rights, old classifications previously held will be translated into the new system on a case by case basis using a reasonableness standard based on body of work performed. Former temporary employees hired into career service positions through the Logan/Knox settlement shall receive seniority credit for all hours worked in the bargaining unit position.

***Allocation of Certain Positions***

The parties agree that all current full-time regular and part-time regular Environmental Health Specialist positions shall be allocated to the Health and Environmental Investigator II classification and each shall be grandfathered with the implementation date of this agreement, without regard to newly established minimum qualifications.

Further, the parties agree that all current full-time regular and part-time regular Administrative Specialist I positions shall be allocated to the Administrative Specialist II classification and each shall be grandfathered, with the implementation date of this agreement without regard to newly established minimum qualifications.

**APPROVED** this 22 day of July, 1999

By _____
King County Executive

I agree to the above terms on behalf of:
International Federation of Professional &
Technical Engineers, Local 17:

Kim Ramsey 7/20/99

Kim Ramsey
Union Representative

Date

# 13603

October 22, 1998
L94P0017 KCO

Introduced By: Louise Miller

Proposed No.: 98-501

ORDINANCE NO. **13603**

AN ORDINANCE concurring with the recommendation of the Hearing Examiner to approve, subject to conditions (modified), the preliminary plat of TROVITSKY PARK, designated Land Use Services Division File No. L94P0017.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

This ordinance does hereby adopt and incorporate herein as its findings and conclusions the findings and conclusions contained in the report and recommendation of the hearing examiner dated October 6, 1998, which was filed with the clerk of the council October 22, 1998, to approve, subject to conditions (modified), the preliminary plat of Trovitsky Park, designated land use