



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

December 15, 2000

Ordinance 14014

Proposed No. 2000-0665.2

Sponsors Pullen

1 AN ORDINANCE approving and adopting the collective
2 bargaining agreement and two memoranda of
3 understanding negotiated by and between King County and
4 the International Brotherhood of Teamsters Local 117
5 (airport police/aircraft rescue firefighting officer (ARFF))
6 representing employees in the King County sheriff's office;
7 and establishing the effective date of said agreement.

8
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10 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

11 SECTION 1. The collective bargaining agreement negotiated between King
12 County and the International Brotherhood of Teamsters Local 117 (airport police/aircraft
13 rescue firefighting officer (ARFF)) representing employees in the King County sheriff's
14 office and attached hereto is hereby approved and adopted by this reference made a part
15 hereof, subject to specific appropriation authority.

16 SECTION 2. The two memoranda of understanding negotiated between King
17 County and the International Brotherhood of Teamsters, Local 117 (airport police/aircraft

18 rescue firefighting officer (ARFF)) and attached to this ordinance are hereby approved
19 and adopted by this reference and made a part of this ordinance. These memoranda of
20 understanding are related to:

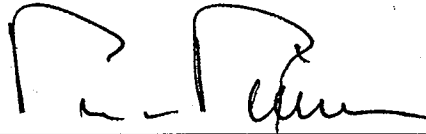
- 21 A. 1999 Wage Rates; and
- 22 B. 2000 Labor Agreement.

23 SECTION 3. Terms and conditions of said agreement shall be effective from
24 January 1, 2000, through and including December 31, 2002.
25

Ordinance 14014 was introduced on 12/11/00 and passed by the Metropolitan King County Council on 12/15/00, by the following vote:

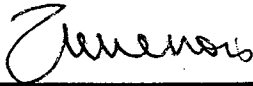
Yes: 10 - Mr. von Reichbauer, Ms. Miller, Ms. Fimia, Mr. Phillips, Mr. Pelz,
Mr. McKenna, Ms. Sullivan, Mr. Pullen, Mr. Gossett and Mr. Vance
No: 0
Excused: 3 - Mr. Nickels, Ms. Hague and Mr. Irons

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



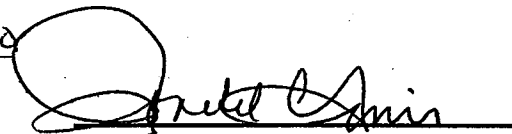
Pete von Reichbauer, Chair

ATTEST:



Anne Noris, Clerk of the Council

APPROVED this 20 day of December, 2000



Ron Sims, County Executive

Attachments A. Agreement by and between King County and Teamsters, Local 117, B. 2000 Addendum A, C. Memorandum of Understanding Between King County and Teamsters, Local 117 Airport Police ARFF Officers January 1, 1999 Agreement, D. Memorandum of Understanding Between King County and Teamsters, Local 117 Airport Police ARFF Officers January 1, 2000 Labor Agreement

AGREEMENT

by and between

KING COUNTY

and

TEAMSTERS, LOCAL 117

(Representing AIRPORT POLICE/ARFF OFFICERS)

January 1, 2000 through December 31, 2002

14014

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1 ARTICLE 1: PURPOSE

2 1.1 The purpose of this Agreement is to promote the continued improvement of the
3 relationship between the County and its Employees through their Union. The articles of this
4 Agreement set forth the wages, hours, and working conditions for the bargaining unit Employees.

5 1.2 All words under this Agreement will have their ordinary and usual meaning except those
6 words that have been defined under K.C.C. 3.12, as amended.

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1 **ARTICLE 2: NON-DISCRIMINATION**

2 2.1 The County and the Union agree that they will not unlawfully discriminate in
3 employment against any employee by reason of race, color, age, sex, marital status, sexual
4 orientation, creed, religion, ancestry, national origin, or disability.

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1 **ARTICLE 3: UNION RECOGNITION AND MEMBERSHIP**

14014

2 **3.1 Recognition** - The County recognizes the Union as the exclusive bargaining representative
3 of all Employees whose job classifications are listed in the attached wage addendum.

4 **3.2 Dues and Fees** - It will be a condition of employment that all Employees covered by this
5 Agreement who are members of the Union in good standing on the effective date of this Agreement
6 will remain members in good standing and those who are not members on the effective date of this
7 Agreement will on the thirtieth (30) day following the effective date of this Agreement become and
8 remain members in good standing in the Union or pay fees to the Union to the extent permitted by
9 law. It will also be a condition of employment that all Employees covered by this Agreement and
10 hired or assigned into the bargaining unit on or after its effective date will on the thirtieth (30) day
11 following the beginning of such employment become and remain members in good standing in the
12 Union or pay fees to the Union to the extent permitted by law. Provided, however, that nothing
13 contained in this section will require Employees to join the Union who can substantiate, in
14 accordance with existing law, bona fide religious tenets or beliefs that prohibit the payment of dues or
15 initiation fees to Union organizations. Such Employees will pay an amount of money equivalent to
16 regular Union dues and initiation fees to a non-religious charity or to another charitable organization
17 mutually agreed upon by the employee and the Union. Employees will furnish proof to the Union
18 each month that such payment has been made.

19 **3.3 Separation** - Failure by an employee to satisfy the requirements of Section 3.2 will
20 constitute cause for dismissal; provided, that the County has no duty to act until the Union makes a
21 written request for discharge and verifies that the employee received written notification of the
22 delinquency including the amount owing, the method of calculation, and the notification that the non-
23 payment after a period of no less than seven (7) days will result in discharge by the County. A copy of
24 each written notification will be mailed to the County concurrent with its mailing to the employee.

25 **3.4 Payroll Deduction** - Upon receipt of written authorization individually signed by an
26 employee, the County will have deducted from the pay of such employee the amount of dues and
27 initiation fees as certified by the Union and will transmit the amount to the Union.

28 **3.5 Indemnification** - The Union will indemnify and hold the County harmless against any

1 claims made and against any suit instituted against the County on account of any check-off of dues and
2 initiation fees for the Union. The Union agrees to refund to the County any amounts paid to it in error
3 upon presentation of proper evidence thereof.

4 **3.6 Notice of Recognition** - The County will require all new Employees hired, transferred, or
5 promoted into a position included in the bargaining unit to sign a form which will inform them of the
6 Union 's exclusive recognition. One (1) copy of the form will be retained by County, one (1) copy will
7 be given to the employee and the original will be sent to the Union. The County will notify the Union
8 when an employee leaves the bargaining unit.

9 **3.7** Effective January 1, 1999, all Employees will become members of the Sheriff's Office Civil
10 Service.

1 ARTICLE 4: MANAGEMENT RIGHTS

2 **4.1 General** - The Union recognizes the prerogatives of the County to operate and manage its
3 affairs in all respects in accordance with its responsibilities and powers of authority, subject to the
4 terms and conditions of this Agreement.

5 **4.2 Rights Enumerated** - Unless modified by this Agreement, the County will have the right
6 to determine staffing levels and work locations; recruit, examine, hire, appoint, promote, train, layoff,
7 and discipline regular Employees for just cause; direct and assign the work; develop and modify
8 classification specifications; allocate positions to those classifications; allocate Employees to those
9 positions; determine work shifts and workweek schedules; schedule and assign overtime work;
10 establish the methods, means and processes by which work is performed; establish rules; and the right
11 to take whatever actions are necessary in emergencies in order to assure the proper functioning of the
12 work unit.

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1 **ARTICLE 5: CLASSIFICATIONS AND RATES OF PAY**

2 **5.1 Wage Rates** - The classifications of Employees covered by this Agreement and the
3 corresponding rates of pay are set forth within the wage addendum which is attached hereto and made a
4 part of this Agreement. The base hourly rate of pay for Employees and education and longevity
5 premiums will be based on the rates paid to Sheriff Officers. The base hourly rate of pay for Airport
6 Police/ARFF Corporal will be 10% above the regular Airport Police/ARFF Officer base hourly rate of
7 pay.

8 **5.2 STEP Advancement** - An Employee may be hired at STEP 1 of the wage range provided
9 under the wage addendum covering the classification or above STEP 1 as provided under the
10 County's Personnel Guidelines. STEP increases will be in accordance with the wage addendum.

11 **5.3 Out-of-Classification** - An Employee assigned in writing by the Sheriff/designee to
12 perform on a temporary basis the preponderance of duties of a higher paid classification under this
13 Agreement will be paid at the first STEP of the higher paid classification that provides an increase of at
14 least five percent (5%) above his/her base hourly rate of pay. In the event that the Employee works out-
15 of-classification in excess of thirty (30) continuous days, all compensated hours will be at the higher rate
16 of pay. Such assignments will not be used to supplant positions or violate Union jurisdictional rights.
17 An Employee assigned by the Sheriff/designee to perform the duties of a lower paid classification on a
18 temporary basis will not have a reduction of wages.

1 **ARTICLE 6: HOURS OF WORK**

2 **6.1 Hours of Work: Officers and Sergeants** - Officers and Sergeants are scheduled to work a
3 5 days on - 2 days off/5 days on - 3 days off work schedule and are required to report for duty in
4 uniform ten (10) minutes prior to the beginning of their shift and will finish their shift ten (10) minutes
5 early. The work schedule will be considered to have the holidays as set forth within Article 8 of this
6 Agreement built into it by virtue of its providing additional time off for Employees so assigned.

7 **6.2 Hours of Work: Corporals** - Corporals are assigned to work a five (5) days on, two (2)
8 days off work schedule.

9 **6.3 Work Schedule** - The establishment of work schedules and starting times are vested solely
10 with the Sheriff/designee and may be changed to meet operational and training requirements.
11 Employees will be given seven (7) days advance notice of planned schedule changes. In those
12 circumstances where schedule changes are necessitated by unforeseen events (including, but not limited
13 to Employee illness or injury, weather conditions, aircraft accidents, terrorist activity, natural disaster or
14 other unplanned events), Employees will work schedules assigned with minimum or no notice in order
15 to maintain optimal airport security.

16 **6.4 Work Shift** - The normal workday will be an eight (8) hour period inclusive of the meal
17 break worked pursuant to a schedule determined by the Sheriff/designee.

18 **6.5 Work Week** - A work week is defined as that seven (7) consecutive calendar day period
19 established by management the Sheriff/designee for each Employee and succeeding seven (7)
20 consecutive day periods thereafter until and unless changed by management the Sheriff/designee.

1 **ARTICLE 7: OVERTIME AND PREMIUMS**

2 **7.1 Callout Premium** - A minimum of four (4) hours at the overtime rate will be paid for each
3 callout. Where such overtime exceeds four (4) hours, the actual hours worked will be paid at the
4 overtime rate.

5 **7.1.1 Callout** - A "callout" will be defined as a circumstance where an Employee has left the
6 work premises and is subsequently required to report back to work prior to his/her normally scheduled
7 shift. An Employee who is called out before the commencement of his/her regular shift will be
8 compensated in accordance with the provisions of Section 7.1; provided, however, in the event the
9 Employee is called back to work within four (4) hours of his/her regular shift, the Employee will be
10 compensated at the overtime rate for only the hours immediately preceding the start of his/her regular
11 shift.

12 **7.2 Standby Premium** - An Employee assigned to standby status on non-duty days, by written
13 authority of the Sheriff/designee, will be entitled to four (4) hours pay at the overtime rate for each
14 twenty-four (24) hour period or major portion thereof while on standby status. Any work performed on
15 non-duty days while on standby status will be compensated at the overtime rate for actual time worked.
16 An Employee who is required in writing to be readily available to be called into work and/or who is
17 required to wear a "beeper" outside of his/her regular work hours will be considered to be on standby
18 status.

19 **7.3 Overtime** - With prior authorization by the Sheriff/designee an Employee working more
20 than eight (8) consecutive hours in a work day will be paid overtime at the rate of one and one-half
21 times (1-1/2) the employee's base hourly rate of pay for each hour worked beyond eight (8) consecutive
22 hours in a work day or beyond forty (40) hours in a work week.

23 **7.4 Holiday Pay** - Employees whose work shift begins on the specific holiday date as provided
24 under Article 8 will receive four (4) hours additional pay at the straight-time rate. To be eligible for
25 holiday pay, the Employee must be in a pay status the day prior to the day following the holiday.

26 **7.5 Training Premium Pay** - An Employee who is assigned to any training related program,
27 project or assignment will not receive any premium pay or additional compensation for such
28 assignment.

ARTICLE 8: HOLIDAYS

8.1 Holidays Observed - Regular, probationary, provisional and term-limited temporary Employees who work a five (5) days on - two (2) days off work schedule will be granted the following holidays with pay:

| | |
|------------------------------------|--------------------------------|
| New Year's Day | January 1 st |
| Martin Luther King, Jr.'s Birthday | Third Monday in January |
| President's Day | Third Monday in February |
| Memorial Day | Last Monday in May |
| Independence Day | July 4 th |
| Labor Day | First Monday in September |
| Veteran's Day | November 11 th |
| Thanksgiving Day | Fourth Thursday in November |
| Day After Thanksgiving Day | Day Following Thanksgiving Day |
| Christmas Day | December 25 th |

and any day designated by public proclamation of the Chief Executive of the State as a legal holiday and as approved by the Council.

8.1.1 Part-time Employees - Regular, probationary, provisional and term-limited temporary Employees eligible for holidays and who work a part-time shift will be granted each of the holidays with pay as provided for within Sections 8.1 and 8.4 prorated to reflect their normally scheduled work day.

8.2 Holidays on Scheduled Day Off - Whenever a holiday occurs during a leave eligible Employee's regularly scheduled day off, such Employee will receive compensation for the holiday as provided under Section 8.1 and 8.1.1.

8.3 Floating Holidays - Employees eligible for holidays will receive two (2) additional personal holidays (16 hours) to be administered through the vacation plan. These two (2) holidays will be added to accrued vacation on the first of October and the first of November of each year. These days

1 will be used in the same manner as any vacation day earned.

2 **8.4 Holidays Falling on a Weekend** - For those Employees eligible for holidays whose regular
3 workweek schedule is Monday through Friday, holidays falling on a Saturday will be observed on the
4 preceding Friday and holidays falling on a Sunday will be observed on the following Monday. For
5 those Employees whose regular work schedule requires working on a Saturday and/or a Sunday,
6 holidays falling on these days will be observed on the actual date of the holiday.

7 **8.5 Maximum Accrual** - No Employee will receive no more than a maximum of ninety-six
8 (96) hours of holiday pay in any one (1) calendar year.

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1 **ARTICLE 9: VACATIONS**

2 **9.1 Accrual Schedule** - Regular, probationary, provisional and term-limited temporary

3 Employees will accrue vacation leave benefits as described in and further qualified by this section.

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| EQUIVALENT ANNUAL VACATION FOR FULL-TIME EMPLOYEE | | |
|---|-----------------------------|--|
| Full Years of Service (Beginning) | Working Days Per Year | Hours based on 40 hr workweek |
| 0-5 | 12 | 96 |
| 6 | 15 | 120 |
| 9 | 16 | 128 |
| 11 | 20 | 160 |
| 17 | 21 | 168 |
| 18 | 22 | 176 |
| 19 | 23 | 184 |
| 20 | 24 | 192 |
| 21 | 25 | 200 |
| 22 | 26 | 208 |
| 23 | 27 | 216 |
| 24 | 28 | 224 |
| 25 | 29 | 232 |
| 26 | 30 | 240 |

27 **9.1.1** Notwithstanding the vacation leave schedule set forth in Section 9.1, regular Employees,
28 who were employed on or before December 31, 1995 and have completed at least three (3) but less than

1 five (5) full years of service will accrue fifteen (15) days of vacation leave per year. At the end of the
2 fifth full year of service, such Employees will accrue vacation leave as set forth in Section 9.1.

3 **9.1.2 Part-time Employees** - Employees eligible for vacation leave who work a part-time
4 workweek schedule will accrue vacation leave in accordance with the vacation leave schedule set forth
5 in Section 9.1 prorated to reflect their normally scheduled shift.

6 **9.2 Vacation Accrual** - Employees eligible for vacation will accrue vacation leave from their
7 date of hire in a benefit eligible position.

8 **9.3 Maximum Accrual** - Employees who work a full-time workweek schedule may accrue up
9 to sixty (60) days vacation leave. Employees who work a part-time workweek schedule may accrue
10 vacation leave up to sixty (60) days prorated to reflect their normally scheduled workday. Employees
11 will use vacation leave beyond the maximum accrual amount prior to December 31 of each year.
12 Failure to use vacation leave beyond the maximum amount will result in forfeiture of the vacation leave
13 beyond the maximum amount. However, vacation leave beyond the maximum amount will be allowed
14 by the Sheriff/designee if the carry over is because of cyclical workloads, work assignments or other
15 reasons as may be in the best interests of the County.

16 **9.4 Vacation Eligibility** - An Employee cannot take or be paid for vacation leave until he/she
17 has successfully completed his/her first twelve (12) months of County service. If an Employee leaves
18 County employment prior to successfully completing his/her first twelve (12) months of County service,
19 he/she will forfeit and not be paid for accrued vacation leave. An Employee will be paid for accrued
20 vacation leave to his/her date of separation up to the maximum accrual amount if the Employee has
21 successfully completed his/her first twelve (12) months of County service and is in good standing.
22 Payment will be the accrued vacation leave multiplied by the Employee's rate in effect upon the date of
23 leaving County employment less mandatory withholdings.

24 **9.5** An Employee will not use or be paid for vacation leave until it has accrued and such use or
25 payment is consistent with the provisions of this Article.

26 **9.6 Outside Employment** - No Employee will work for compensation for the County in any
27 capacity during the time that the Employee is on vacation leave.

28 **9.7 Partial Day Increments** - Vacation leave may be used in one-quarter (1/4) hour

1 increments, at the discretion of the Sheriff/designee.

2 **9.8 Payment to Assigns and Heirs** - In cases of separation from County employment by death
3 of an Employee with accrued vacation leave and who has successfully completed his/her first twelve
4 (12) months of County service, payment of unused vacation leave up to the maximum accrual amount
5 will be made to the Employee's estate, or, in applicable cases, as provided for by State Law, RCW Title
6 11.

7 **9.9 Vacation Scheduling** - The Sheriff/designee will be responsible for scheduling the vacation
8 of Employees in such a manner as to achieve the greatest vacation opportunity for the Employees while
9 maintaining the efficient functioning of the work unit.

10 **9.10 Notification While on Paid Vacation** - If an Employee is injured or becomes ill while on
11 paid vacation, in order to receive sick leave for that time, he/she must notify the Sheriff/designee on the
12 first day of the injury or illness, either by telephone or fax, or by letter postmarked the first day of the
13 injury or illness. However, if it is physically impossible to give the required notice on the first day,
14 notice must be sent as soon as possible and must be accompanied by an acceptable showing of reasons
15 for the delay. A doctor's statement or other acceptable proof of the injury or illness, while on vacation
16 or compensatory time off must be presented regardless of the number of days involved.

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1 **ARTICLE 10: SICK LEAVE**

2 **10.1 Sick Leave** - Regular, probationary, provisional and term-limited temporary Employees
3 will accrue sick leave benefits at the rate of 0.04616 hours for each hour in pay status exclusive of
4 overtime up to a maximum of eight (8) hours per month. Except, that sick leave will not begin to accrue
5 until the first of the month following the month in which the Employee commenced employment. The
6 Employee is not entitled to sick leave if not previously earned. If the County adopts a payroll system
7 that allows sick leave accruals to begin the first day of employment, such change will be implemented.

8 **10.2 Vacation as an extension of Sick Leave** - During the first six (6) months of service in a
9 leave eligible position, Employees may, at the Sheriff/designee's discretion, use any accrued days of
10 vacation leave as an extension of sick leave. If an Employee does not work a full twelve (12) months in
11 a leave eligible position, any vacation leave used for sick leave must be reimbursed to the County upon
12 termination.

13 **10.3 Partial Day Increments** - Sick leave may be used in one quarter (1/4) hour increments, at
14 the discretion of the Sheriff/designee.

15 **10.4 Unlimited Accrual** - There will be no limit to the hours of sick leave benefits accrued by
16 an Employee.

17 **10.5 Restoration following Separation** - Separation from employment except by reason of
18 retirement, layoff for non-disciplinary medical reasons, will cancel all sick leave accrued by the
19 Employee as of the date of separation. Should the regular Employee resign in good standing, be laid off
20 or separated for non-disciplinary medical reasons and return to County employment within two (2)
21 years, his/her accrued sick leave will be restored.

22 **10.6 Pay upon Separation** - An Employee who has successfully completed at least five (5)
23 years of County service and who retires as a result of length of service or who separates by reason of
24 death will be paid, or his/her estate as provided for by RCW Title 11, as applicable, an amount equal to
25 thirty-five percent (35%) of his/her unused, accumulated sick leave multiplied by the Employee's base
26 rate of pay in effect upon the date of leaving County employment, less mandatory withholdings.

27 **10.7 Leave Without Pay for Health Reasons** - An Employee must use all of his/her sick
28 leave before taking unpaid leave for his/her own health reasons. If the injury is compensable under

1 the County's workers compensation program, then the Employee has the option to augment or not
2 augment time loss payments with the use of accrued sick leave.

3 **10.8 Leave Without Pay for Family Reason** - For a leave for family reasons, the Employee
4 will choose at the start of the leave whether the particular leave would be paid or unpaid; but, when
5 an Employee chooses to take paid leave for family reasons he/she may set aside a reserve of up to
6 eighty (80) hours of accrued sick leave.

7 **10.9 Use of Vacation Leave as Sick Leave** - An Employee who has exhausted all of his/her
8 sick leave may use accrued vacation leave before going on leave of absence without pay, if approved
9 by his/her Sheriff/designee.

10 **10.10 Use of Sick Leave** - Accrued sick leave will be used for the following reasons:

11 A. The Employee's bona fide illness; provided, that an Employee who suffers an
12 occupational illness may not simultaneously collect sick leave and worker's compensation payments
13 in a total amount greater than the net regular pay of the Employee;

14 B. The Employee's incapacitating injury, provided that:

15 1. An Employee injured on the job may not simultaneously collect sick leave
16 and worker's compensation payments in a total amount greater than the net regular pay of the
17 Employee; though an Employee who chooses not to augment his/her worker's compensation time
18 loss pay through the use of sick leave will be deemed on unpaid leave status;

19 2. An Employee who chooses to augment workers compensation payments
20 with the use of accrued sick leave will notify the workers compensation office in writing at the
21 beginning of the leave;

22 3. An Employee may not collect sick leave and worker's compensation time
23 loss payments for physical incapacity due to any injury or occupational illness which is directly
24 traceable to employment other than with the County.

25 C. Exposure to contagious diseases and resulting quarantine.

26 D. A female Employee's temporary disability caused by or contributed to by
27 pregnancy and childbirth.

28 E. The Employee's medical, ocular or dental appointments, provided that the

1 Employee's Sheriff/designee has approved the scheduling of sick leave for such appointments.

2 F. To care for the Employee's eligible child if the child has an illness or health
3 condition which requires treatment or supervision from the Employee;

4 G. To care for other family members, if:

5 1. The Employee has been employed by the County for twelve (12) months or
6 more and has worked a minimum of one thousand forty (1040) hours in the preceding twelve (12)
7 months,

8 2. The family member is the Employee's spouse or domestic partner, the
9 Employee's child, a child of the Employee's spouse or domestic partner, the parent of the Employee,
10 Employee's spouse or domestic partner or an individual who stands or stood in loco parentis to the
11 Employee, the Employee's spouse or domestic partner; and,

12 3. The reason for the leave is one of the following:

13 a. The birth of a son or daughter and care of the newborn child, or
14 placement with the Employee of a son or daughter for adoption or foster care, if the leave is taken
15 within twelve (12) months of the birth, adoption or placement;

16 b. The care of the Employee's child or child of the Employee's spouse
17 or domestic partner whose illness or health condition requires treatment or supervision by the
18 Employee; or

19 c. Care of a family member who suffers from a serious health
20 condition.

21 H. Leave eligible Employees who do not qualify for use of sick leave as provided
22 under 10.10.G can use sick leave in the maximum amount of three (3) days for each instance when an
23 Employee is required to care for an immediate family member who suffers from a serious health
24 condition.

25 **10.11 Unpaid Leave** - An Employee may take a total of up to eighteen (18) work weeks
26 unpaid leave for his or her own serious health condition, and for family reasons as provided in
27 Sections 10.10.F and 10.10.G combined, within a twelve (12) month period. The leave may be
28 continuous, which is consecutive days or weeks, or intermittent, which is taken in whole or partial

1 days as needed. Intermittent leave is subject to the following conditions:

2 **A. Birth or Adoption** - When a leave is taken after the birth or placement of a child
3 for adoption or foster care, an Employee may take leave intermittently or on a reduced leave schedule
4 only if authorized by the Employee's Sheriff/designee.

5 **B. Reduced Schedules** - An Employee make take leave intermittently or on a reduced
6 schedule when medically necessary due to a serious health condition of the Employee or family
7 member of the Employee; and

8 **C. Temporary Transfer** - If an Employee requests intermittent leave or leave on a
9 reduced leave schedule, under Section B. above, that is foreseeable based on planned medical
10 treatment, the Sheriff/designee may require the Employee to transfer temporarily to an available
11 alternative position for which the Employee is qualified and that has equivalent pay and benefits and
12 that better accommodates recurring periods of leave than the regular position of the Employee.

13 **10.11.1 Concurrent Time** - Use of donated leave will run concurrently with the eighteen
14 (18) workweek family medical leave entitlement.

15 **10.11.2 Insurance Premiums** - The County will continue its contribution toward health care
16 during any unpaid leave taken under Section 10.11.

17 **10.11.3 Return to Work from Unpaid Leave** - An Employee who returns from unpaid
18 family or medical leave within the time provided in this Article is entitled, subject to layoff
19 provisions, to:

20 A. The same position he/she held when the leave commenced; or

21 B. A position with equivalent status, benefits, pay and other terms and conditions of
22 employment; and

23 C. The same seniority accrued before the date on which the leave commenced.

24 **10.11.4 Failure to Return to Work** - Failure to return to work by the expiration date of the
25 leave of absence may be cause for removal and result in termination of the Employee from County
26 service.

27 **10.12 Provider Certification** - The Sheriff/designee and Employee is responsible for the
28 proper administration of the sick leave benefit. Verification from a licensed health care provider may

1 be reasonably required to substantiate the health condition of the Employee or family member for
2 leave requests.

3 **10.13 Definition of Child** - For purposes of this Article, a child means a biological, adopted
4 or foster child, a step child, a legal ward or a child of an Employee standing in loco parentis to the
5 child, who is: under eighteen (18) years of age; or is eighteen (18) years of age or older and
6 incapable of self care because of mental or physical disability.

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1 ARTICLE 11: PAID LEAVES

2 **11.1 Donation of Leaves**

3 **11.1.1 Vacation leave hours**

4 **A. Approval Required** - An Employee eligible for paid leaves may donate a portion
5 of his/her accrued vacation leave to another Employee eligible for paid leaves. Such donation will
6 occur upon written request to and approval of the donating and receiving Employee's department
7 director(s), except that requests for vacation donation made for the purposes of supplementing the
8 sick leave benefits of the receiving Employee will not be denied unless approval would result in a
9 departmental hardship for the receiving department.

10 **B. Limitations** - The number of hours donated will not exceed the donor's accrued
11 vacation credit as of the date of the request. No donation of vacation hours will be permitted where it
12 would cause the Employee receiving the transfer to exceed his/her maximum vacation accrual.

13 **C. Return of Unused Donations** - Donated vacation leave hours must be used within
14 ninety (90) calendar days following the date of donation. Donated hours not used within ninety (90)
15 days or due to the death of the receiving Employee will revert to the donor. Donated vacation leave
16 hours will be excluded from vacation leave payoff provisions contained in this Article. For purposes
17 of this Article, the first hours used by an Employee will be accrued vacation leave hours.

18 **11.1.2 Sick leave hours**

19 **A. Written Notice Required** - An Employee eligible for paid leaves may donate a
20 portion of his/her accrued sick leave to another Employee eligible for paid leaves upon written notice
21 to the donating and receiving Employee's department director(s).

22 **B. Minimum Leave Balance Required (Donor)** - No donation will be permitted
23 unless the donating Employee's sick leave accrual balance immediately subsequent to the donation is
24 one hundred (100) hours or more. No Employee may donate more than twenty-five (25) hours of
25 his/her accrued sick leave in a calendar year.

26 **C. Return of Unused Donations** - Donated sick leave hours must be used within
27 ninety (90) calendar days. Donated hours not used within ninety (90) days or due to the death of the
28 receiving Employee will revert to the donor. Donated sick leave hours will be excluded from the sick

1 leave payoff provisions contained in this Agreement, and sick leave restoration provisions contained
2 in this Agreement. For purposes of this Article, the first hours used by an Employee will be accrued
3 sick leave hours.

4 **11.1.3 No Solicitation** - All donations of vacation and sick leave made under this Article are
5 strictly voluntary. An Employee is prohibited from soliciting, offering or receiving monetary or any
6 other compensation or benefits in exchange for donating vacation or sick leave hours.

7 **11.1.4 Conversion Rate** - All vacation and sick leave hours donated will be converted to a
8 dollar value based on the donor's straight time hourly rate at the time of donation. Such dollar value
9 will then be divided by the receiving Employee's hourly rate to determine the actual number of hours
10 received. Unused donated vacation and sick leave will be reconverted based on the donor's straight
11 time hourly rate at the time of reconversion.

12 **11.2 Leave - Organ Donors** - The Sheriff/designee will allow an Employee eligible for paid
13 leaves who is voluntarily participating as a donor in life-giving or life-saving procedures such as, but
14 not limited to, bone marrow transplants, kidney transplants, or blood transfusions up to five (5) days
15 paid leave provided;

16 **11.2.1 Notification** - The Employee gives the Sheriff/designee reasonable advance notice of
17 the need to take time off from work for the donation of bone marrow, a kidney, or other organs or
18 tissue where there is a reasonable expectation that the Employee's failure to donate may result in
19 serious illness, injury, pain or the eventual death of the identified recipient.

20 **11.2.2 Provider Certification** - The Employee provides written proof from an accredited
21 medical institution, organization or individual as to the need for the Employee to donate bone
22 marrow, a kidney, or other organs or tissue or to participate in any other medical procedure where the
23 participation of the donor is unique or critical to a successful outcome.

24 **11.2.3 Time off Subject to Agreement** - Time off from work for the purpose set out above
25 in excess of five (5) working days will be subject to the terms of this Agreement.

26 **11.3 Bereavement Leave**

27 **11.3.1** An Employee eligible for paid leave will be entitled to three (3) working days of
28 bereavement leave a year, due to death of a member of his/her immediate family.

1 **11.3.2 Use of Sick Leave in Lieu of Bereavement Leave** - An Employee eligible for leave
2 who has exhausted his/her bereavement leave, will be entitled to use sick leave in the amount of three
3 (3) working days for each instance when death occurs to a member of the Employee's immediate
4 family.

5 **11.3.3** In the application of any of the foregoing provisions, when a holiday or regular day off
6 falls within the prescribed period of absence, it will not be charged against the Employee's sick leave
7 account nor bereavement leave credit.

8 **11.3.4 Family Defined** - Immediate family means, as used in this article: spouse, domestic
9 partner, grandparent, parent, child, sibling, child-in-law, parent-in-law, grandchild of the Employee,
10 Employee's spouse or Employee's domestic partner.

11 **11.4 School Volunteers** - An Employee eligible for paid leaves will be allowed the use of up
12 to three (3) days of sick leave each year to allow the Employee to perform volunteer services at the
13 school attended by the Employee's child provided; an Employee requesting to use sick leave for this
14 purpose will submit such request in writing specifying the name of the school and the nature of the
15 volunteer services to be performed.

16 **11.5 Jury Duty** - An Employee eligible for paid leaves who is ordered on a jury will be
17 entitled to his/her regular County pay; provided, that fees for such jury duty are deposited, exclusive
18 of mileage, with the Department of Finance. The Employee will report back to their Sheriff/designee
19 when dismissed from jury service.

20 **11.6 Leave Examinations** - An Employee eligible for paid leaves will be entitled to
21 necessary time off with pay for the purpose of participating in County qualifying or promotional
22 examinations. This will include time required to complete any required interviews.

23 **11.7 Military Leave** - A leave of absence for active military duty or active military training
24 duty will be granted to eligible Employees in accordance with applicable provisions of state and/or
25 federal law; provided, that a request for such leave will be submitted to the Sheriff/designee in writing
26 by the Employee and accompanied by a validated copy of military orders ordering such active duty or
27 active training duty.

1 **ARTICLE 12: MEDICAL, DENTAL AND LIFE PLAN**

2 **12.1 Maintenance of Benefits** - The County presently participates in group medical, dental and
3 life insurance programs for eligible regular, probationary, provisional and term-limited temporary
4 Employees and their eligible dependents. The County will maintain the current level of benefits under
5 its group medical, dental, vision and life insurance programs during the life of this Agreement except as
6 may be otherwise provided for in Section 12.2.

7 **12.2 Insurance Committee** - There will be a Joint Labor Management Insurance Committee
8 comprised of representatives from the County and the Labor Union Coalition. The function of the
9 Committee will be to review, study and make recommendations relative to existing medical, dental and
10 life insurance programs. The County and the Union will implement any changes in Employee insurance
11 benefits which result from any agreement of the Committee.

12 **12.3 Premiums While Off Work Due to On-the-Job Injury or Illness** - The County will
13 continue to provide medical insurance coverage at no cost for active Employees and their dependents for
14 those months they are unable to work due to an on-the-job injury or on-the-job illness and are receiving
15 no sick leave or vacation benefits. The total number of months of medical insurance coverage provided
16 for under this Article will not exceed twelve (12) months or the number of months for which the
17 Employee continues to receive paid sick leave and/or paid vacation leave benefits, whichever is the
18 greater.

ARTICLE 13: SENIORITY - LAYOFF AND RECALL

13.1 Seniority Rights - Regular Employees will be afforded the right to utilize their seniority as hereinafter defined for the purposes specifically provided for within this Agreement.

13.2 Probation - A regular Employee will be recognized as having attained seniority status when such Employee has completed a probation period equivalent of twelve (12) months worked. For Officers, the twelve (12) months begin following successful completion of the training academy. For Corporals and Sergeants the twelve (12) month period begins from the date of appointment. Upon completion of the probation period the Employee will be assigned a classification seniority date which will be the date when he/she first commenced his/her probation for that classification. An Employee working less than a full-time workweek schedule will have his/her probation prorated based on the full-time workweek schedule.

13.2.1 Resumption of Probationary Period Upon Recall From Layoff - In the event a regular Employee is laid off during his/her probation period and is subsequently recalled to his/her classification within ninety (90) calendar days from the date of layoff, he/she will be credited with all days previously worked for purposes of satisfying his/her probation period and establishing his/her resultant classification seniority date.

13.3 Seniority Accrual While on Leave Due to Illness or Injury - An Employee will continue to accrue seniority during an absence caused by an industrial disability. An Employee who is unable to work because of a non-work related injury or illness will not accumulate seniority during an unpaid leave of absence in excess of thirty (30) calendar days.

13.3.1 Seniority Accrual While on Leave Without Pay - An Employee on an unpaid leave of absence of thirty (30) calendar days or longer will not accumulate seniority credits during such absence except as provided under Section 13.3.

13.4 Promotion and Transfer - When a regular Employee is promoted or transferred out of the bargaining unit and is no longer covered under this Agreement, and returns to the bargaining unit within twelve (12) months of the promotion or transfer, the Employee will resume his/her seniority which he/she had on the date of the promotion or transfer.

13.5 Seniority will be defined as follows:

1 • **"Classification Seniority"** will be defined as regular Employee's total length of
2 service within a specific classification covered by this Agreement.

3 • **"Bargaining Unit Seniority"** for purposes of this Agreement, will be defined as a
4 regular Employee's total length of service within a classification(s) covered by this Agreement.

5 **13.6 Forfeiture of Seniority** - Seniority rights will be forfeited for either of the following
6 causes:

- 7 • Discharge for just cause.
- 8 • Resignation; provided, however, in the event a regular Employee who has completed
9 his/her probation period is rehired to a classification covered under this Agreement within twelve (12)
10 months from the date of his/her termination or resignation, the Employee will then be credited with all
11 his/her seniority credits previously existing on his/her last day worked.

12 **13.7 Reduction in Work Force Procedure** - In the event of a reduction-in-force, the County
13 will layoff the regular Employee in the classification affected who has the least Classification Seniority
14 Where two (2) or more regular Employees have the same Classification Seniority, the more senior
15 Employee will be the one who has the most Bargaining Unit Seniority. Where two or more regular
16 Employees have the same Bargaining Unit Seniority, the Sheriff/designee will determine the order of
17 layoff based on Employee performance.

18 **13.8 Bumping Rights** - A regular Employee who becomes displaced due to a reduction-in-
19 force, will be permitted to use his/her Bargaining Unit Seniority to displace or "bump out" the least
20 senior regular Employee occupying a classification within which the bumping regular Employee had
21 previously attained seniority status.

22 **13.9 Recall from Layoff** - A regular Employee displaced due to a reduction-in-force will be
23 recalled to his/her classification in the inverse order of layoff subject to his/her ability to perform the
24 work of the position for which he/she is recalled. A regular Employee will be removed from the
25 recall list after two (2) years from the date of layoff, or the Employee is recalled, or the Employee
26 fails to accept or report to work after being recalled, or the Employee requests to be removed from the
27 recall list.

1 **ARTICLE 14: MISCELLANEOUS**

2 **14.1 Seniority Lists** - The County will transmit to the Union a current listing of all
3 Employees in each appendix in February and August of each year, beginning in the year 2000. Such
4 list will indicate the name of the Employee, job classification, classification seniority and work unit.

5 **14.2 Contracting of Work** - The County will not contract out work which the members of
6 the Union have historically performed unless it is required by law or is a business necessity due to an
7 emergency situation or to augment the workforce on a short-term, temporary basis. Except for
8 emergency situations, the County will provide notice to the Union of its intent to contract out and,
9 upon request, bargain the decision and/or effects of that decision. Except as provided herein, under
10 no circumstance will the County agree to any long-term or permanent contracting out of bargaining
11 unit work. Nothing in this provision will limit what the County has historically contracted out, and
12 no jobs will be eliminated due to contracting out.

13 **14.3 Election to Union Office** - An Employee elected or appointed to an office in the Union
14 which requires a part or all of his/her time will be given an unpaid leave of absence up to one (1) year
15 without pay upon written application.

16 **14.4 Mileage Reimbursement** - All Employees who have been authorized to use their own
17 transportation on County business will be reimbursed at the rate established by County ordinance.

18 **14.5 King County Labor-Management Committee(s)** - The County and the Union recognizes
19 the importance of a collective bargaining and Employee relations climate in the County that encourages
20 cooperative efforts and joint problem-solving amongst all involved parties to better serve the public,
21 increase productivity, reduce waste, improve safety, improve morale, and recruit, train and retain quality
22 Employees. In the interest of meeting these challenges, the County and the Union agrees to establish
23 labor-management committee(s) where mutually agreed.

24 **14.6 Biweekly Payroll** - If during the life of this Agreement the Council adopts a biweekly
25 payroll plan, the parties agree to adopt the plan.

26 **14.7 Bulletin Boards** - The County agrees to permit the Union shop stewards and business
27 representatives to post on designated County bulletin boards the announcement of meetings, election of
28 Employees, and other Union material; provided, there is sufficient space beyond what is required by the

1 County for normal business operations.

2 **14.8 Shop Stewards** - Shop stewards may conduct representational responsibilities including
3 attending grievance, Weingarten and Loudermill meetings during his/her regular scheduled shift,
4 without a loss of regular compensation, if excused from work by the Employee's Sheriff/designee.

5 **14.9 Safety** - The County, Union and Employees agree to comply with all applicable safety
6 laws and regulations. In the event an Employee discovers or identifies an unsafe condition he/she will
7 immediately notify the Sheriff/designee. No Employee will be disciplined for reporting an unsafe
8 condition. No Employee will be required to use unsafe equipment or work in an unsafe environment.

9 **14.10 Bus Pass** - The County agrees to maintain the current bus pass benefit for eligible
10 Employees for the term of this Agreement.

11 **14.11** Required uniforms and equipment, including weapons, will be subject to replacement or
12 repair at no cost to the Employee. An item to be replaced will be turned in to the Sheriff/designee. The
13 decision to replace or repair an item rests solely with the Sheriff/designee. New Employees will be
14 issued required uniforms and equipment at no cost to the Employee. All Employees will be responsible
15 for maintaining issued uniforms and equipment. Issued items that are lost or damaged due to neglect,
16 abuse or improper use, as determined by the Sheriff/designee, will be replaced or repaired by the
17 Sheriff; however, the Employee will pay the cost. The Sheriff will pay for the cleaning of uniforms.

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ARTICLE 15: GRIEVANCE PROCEDURE

15.1 Purpose - The County and the Union recognize the importance and desirability of settling grievances promptly and fairly in the interest of continued good Employee relations and morale. In furtherance of this objective, the County and the Union will extend every effort to settle grievances at the lowest possible level of supervision.

15.2 No Discrimination - Employees will be unimpeded and free from restraint, interference, coercion, discrimination or reprisal in seeking adjudication of their grievances.

15.3 Grievance Definition - A grievance will be defined as an issue relating to the interpretation and application of rights, benefits, or conditions of employment as contained in this Agreement.

15.4 Exclusive Representative - The Union will not be required to press Employee grievances if in the Union's opinion, such lack merit. With respect to the processing, disposition and/or settlement of any grievance, including hearings and final decision of any Arbitrator, the Union will be the exclusive representative of the Employee.

15.5 Access to Grievance Procedure - Employees, whether Union members or not, will have no independent unilateral privilege or right to invoke the grievance procedure; however, an Employee's complaint may be presented to his/her supervisor. If the issue is not resolved, it may be referred to Step 1.

15.6 Resolutions are Final and Binding - The disposition and/or settlement of any grievance or other matter in dispute as determined by and between the Union and the County will be final and binding upon all parties to the dispute.

15.7 STEP 1 - A grievance will be presented in writing by the shop steward or the Union representative within fourteen (14) days of the occurrence or knowledge of such grievance to the Captain. The written grievance will describe the event or circumstances being grieved, the provision(s) of this Agreement that have allegedly been violated and the remedy sought. The Captain will attempt to adjust the matter with the Union representative and notify the same within fourteen (14) days after receipt of the grievance. If the shop steward/Union representative does not pursue the grievance to STEP 2 within fourteen (14) days after receiving the Captain's written decision, the grievance will be

1 presumed resolved.

2 **STEP 2** - The grievance will be presented in writing to the Sheriff/designee for
3 investigation, discussion and written reply. The Sheriff/designee will meet with the Employee and
4 Union to discuss the grievance within fourteen (14) days of the receipt of the Step 2 grievance. The
5 Sheriff/designee will issue a written decision to the Employee and the Union within fourteen (14) days
6 following the discussion. If the Union does not pursue the grievance to STEP 3 within fourteen (14)
7 days after receiving the Sheriff/designee written decision, the grievance will be presumed resolved.

8 **STEP 3** - The grievance will be presented in writing to the Director of OHRM/designee
9 who will notify the Union of the need to form a joint committee of equal representation from the Union
10 and the County with a maximum of two (2) people for each side. The Committee will schedule a
11 meeting for the purpose of resolving the grievance within thirty (30) days after receiving the written
12 grievance.

13 **15.8 Arbitration** - Should the Committee be unable to resolve the grievance, either the County
14 or the Union may make a written request of the other party for arbitration within thirty (30) days
15 following the Committee's written decision. The written request for arbitration must specify the exact
16 question to be arbitrated, the provision(s) of the Agreement allegedly violated and the remedy sought.

17 **15.8.1 Selection Process** - The representatives for the parties will select a third disinterested
18 party to serve as an arbitrator. In the event that the parties are unable to agree upon a third party to serve
19 as an arbitrator, then the arbitrator will be selected from a panel of seven (7) names furnished by Federal
20 Mediation and Conciliation Service (FMCS). The arbitrator will be selected from the list by both the
21 County representative and the Union representative each alternately striking a name from the list until
22 only one name remains. The remaining name will serve as the arbitrator. The arbitrator, under
23 voluntary labor arbitration rules of the (FMCS), will be asked to render a decision promptly and the
24 decision of the arbitrator will be final and binding upon all parties to the dispute.

25 **15.8.2 Arbitrator's Authority Limited** - The arbitrator will have no power to add to, subtract
26 from, disregard, modify or otherwise alter any terms of this Agreement, or to negotiate new agreements,
27 but will have the power only to apply and interpret the provisions of this Agreement in reaching a
28 decision.

1 **15.8.3 Arbitration Expenses** - The arbitrator's fee and expenses will be paid equally by the
2 County and the Union. The court reporter's fee and expenses, if mutually agreed upon in advance, will
3 be paid equally by the County and the Union. Each party will pay the cost of any witnesses appearing
4 on its own behalf.

5 **15.9 Timelines** - Timelines under this Article may be extended by mutual agreement of the
6 parties responsible for addressing the grievance at each STEP. Unless mutually agreed between the
7 parties responsible for addressing the grievance at each STEP no grievance STEP may be by-passed.

8 **15.10 Mediation** - Either party can request mediation of the other party prior to arbitration.
9 If both parties agree to mediation an impartial and mutually agreed upon mediation service will be
10 used to mediate the grievance. In the event that the grievance is not resolved in mediation either
11 party may proceed to arbitration.

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1 **ARTICLE 16: WORK STOPPAGES AND EMPLOYER PROTECTION**

2 **16.1 Work Stoppages** - The County, the Council, and the Union agree that the public interest
3 requires efficient and uninterrupted performance of all County services and to this end pledge their best
4 efforts to avoid or eliminate any conduct contrary to this objective. Specifically, the Union will not
5 cause or condone any work stoppage, including any strike, slowdown, or refusal to perform any
6 customarily assigned duties, sick leave absence which is not bona fide, or other interference with
7 County functions by Employees under this Agreement and should same occur, the involved Union will
8 take appropriate steps to end such interference. Any concerted action by any Employee in any
9 bargaining unit will be deemed a work stoppage if any of the afore-referenced activities have occurred
10 contrary to the provisions of this Agreement. Being absent without authorized leave will be considered
11 as an automatic resignation. Such a resignation may be rescinded by the department head if the
12 Employee presents satisfactory reasons for their absence within three (3) calendar days of the date his
13 automatic resignation became effective.

14 **16.2 Employer Protection** - Upon notification in writing by the County to the Union that any
15 of its members are engaged in a work stoppage, the Union will immediately, in writing, order such
16 members to immediately cease engaging such work stoppage and provide the County with a copy of
17 such order. In addition, if requested by the County, a responsible official of the Union will publicly
18 order such Union members to cease engaging in such work stoppage.

19 **16.3 Discipline** - Any Employee participating in such work stoppage or in other ways
20 committing an act prohibited in this Article will be subject to disciplinary action in accordance with the
21 County's work rules up to and including discharge, suspension, or other disciplinary action as may be
22 deemed applicable to such Employee.

ARTICLE 17: WAIVER CLAUSE

17.1 The parties acknowledge that each has had the unlimited right within the law and the opportunity to make demands and proposals with respect to any matter deemed a proper subject for collective bargaining. The results of the exercise of that right and opportunity are set forth within this Agreement. Therefore, the County and the Union for the duration of this Agreement, each agree to waive the right to oblige the other party to bargain with respect to any subject or matter not specifically referred to or covered in this Agreement.

17.2 During contract negotiations, the parties have discussed the possibility of moving the bargaining unit to fully commissioned status. Either party to this Agreement may raise this issue for negotiation over the life of this Agreement.

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1 **ARTICLE 18: SAVINGS CLAUSE**

2 **18.1** Should any part hereof or any provisions herein contained be rendered or declared invalid
3 by reason of any existing or subsequently enacted legislation or by any decree of a court of competent
4 jurisdiction, such invalidation of such part or portions of this Agreement will not invalidate the
5 remaining portions hereof; provided however, upon such invalidation the parties will meet and negotiate
6 such parts or provisions affected. The remaining parts or provisions will remain in full force and effect.

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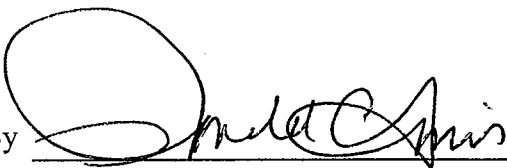
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1 ARTICLE 19: DURATION

2 **19.1 Duration** - This Agreement will become effective upon full and final ratification and
3 approval by formal requisite means by the King County Council and will be effective January 1, 2000
4 and will continue in full force and effect through December 31, 2002.

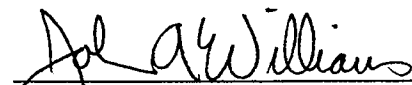
5 **19.2 Reopener Clause** - Contract negotiations for the succeeding contract may be initiated by
6 either party by providing to the other written notice of its intention to do so at least sixty (60) days prior
7 to December 31, 2002.

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10 APPROVED this 6 day of December, 2000.

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14 By 
15 King County Executive

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17
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19 By: Teamsters, Local 117

Date:

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21 
22 John A. Williams
23 Secretary-Treasurer

12-6-00

2000 Addendum "A"

14014

Section 1. Wage Rates:

Effective January 1, 2000, Wage rates shall be in accordance with the following schedules.

| <i>Salary Schedule for Officers</i> <i>3.6% Increase over 1999 rates</i> | | | | |
|---|---------------|----------------|---------------------|---------------|
| | Annual | Monthly | Semi-Monthly | Hourly |
| Step 1 - Start | \$37,884.06 | \$3,157.00 | \$1,578.50 | \$18.21 |
| Step 2 - 12 mo | \$42,455.93 | \$3,537.99 | \$1,769.00 | \$20.41 |
| Step 3 - 24 mo | \$46,228.44 | \$3,852.37 | \$1,926.18 | \$22.22 |
| Step 4 - 36 mo | \$48,364.98 | \$4,030.41 | \$2,015.20 | \$23.25 |
| Step 5 - 48 mo | \$50,410.02 | \$4,200.83 | \$2,100.42 | \$24.23 |
| Step 6 - 60 mo | \$53,045.78 | \$4,420.48 | \$2,210.24 | \$25.50 |

| <i>Salary Schedule for Corporals</i> <i>10% above Officers</i> | | | | |
|---|---------------|----------------|---------------------|---------------|
| | Annual | Monthly | Semi-Monthly | Hourly |
| Step 1 - Start | \$41,672.47 | \$3,472.70 | \$1,736.35 | \$20.03 |
| Step 2 - 12 mo | \$46,701.52 | \$3,891.79 | \$1,945.90 | \$22.45 |
| Step 3 - 24 mo | \$50,851.28 | \$4,237.61 | \$2,118.80 | \$24.44 |
| Step 4 - 36 mo | \$53,201.48 | \$4,433.45 | \$2,216.72 | \$25.58 |
| Step 5 - 48 mo | \$55,451.02 | \$4,620.91 | \$2,310.46 | \$26.65 |
| Step 6 - 60 mo | \$58,350.36 | \$4,862.53 | \$2,431.26 | \$28.05 |

| <i>Salary Schedule for Sergeants</i> | | | | |
|--------------------------------------|---------------|----------------|---------------------|---------------|
| | Annual | Monthly | Semi-Monthly | Hourly |
| Start | \$56,954.47 | \$4,746.21 | \$2,373.10 | \$27.38 |
| 6 months | \$58,863.07 | \$4,905.26 | \$2,452.63 | \$28.30 |
| 12 months | \$60,998.55 | \$5,083.21 | \$2,541.61 | \$29.33 |
| After 4 years | \$62,523.47 | \$5,210.29 | \$2,605.14 | \$30.06 |
| After 8 years | \$64,086.47 | \$5,340.54 | \$2,670.27 | \$30.81 |

- a) All step increases are based upon satisfactory performance during previous service.
- b) Satisfactory performance shall mean an overall rating of "Meets Standards" or above on the employee Work Performance Review Report.
- c) If the performance of the employee is rated "Unsatisfactory" or "Improvement Needed" on any factor or overall rating, specific facts on which the rating is based must be provided; such facts shall include time, place, and frequency of unacceptable performance.

d) The employee, if denied a step increase, shall be placed on either monthly or quarterly evaluations and at such time that the employee's performance become "Satisfactory" as defined supra, the employee shall receive the previously denied step increase the first of the month following attaining a "Satisfactory" evaluation. The date on which an employee would be entitled to future step increase will not be affected by the above action.

Section 2. Longevity/Education Incentive:

Employees covered by this Agreement shall receive longevity/education incentive payment in accordance with the following schedule:

| Minimum Years of King County Law Enforcement Service | | | | | | | | | | | | | | |
|--|---|---|---|---|---|---|---|----|----|----|----|----|----|----|
| | | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| Longevity | % | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Assoc. Deg. | % | | | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| Bach. Deg. | % | | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| Mast. Deg. | % | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |

NOTE: The above percentage rates are based upon the Step 2 Officer rate.

In order to determine the percentage rate that an individual employee is eligible to receive, first use the table to locate the minimum years of law enforcement experience, then move down the table until you reach the appropriate education level of the specific employee. The percentage rate listed in the box is the total amount of incentive pay. For example, an employee with seven (7) years of service who has an Associate Degree would receive pay equal to 5% of the Step 2 Officer rate.

Longevity/Education incentive shall be paid beginning from the first of the month following the month in which the employee first qualifies for the program. Qualification will be based upon completion of a minimum number of years of experience and education level, plus a review and approval of the employee's degree by the joint committee established in accordance with the 1977 arbitration award.

Longevity/Education Incentive Pay

| <i>Longevity/Education Incentive Pay</i> | | |
|--|----------|--------------|
| Percentage | Monthly | Semi-Monthly |
| 1 | \$35.38 | \$17.69 |
| 2 | \$70.76 | \$35.38 |
| 3 | \$106.14 | \$53.07 |
| 4 | \$141.52 | \$70.76 |
| 5 | \$176.90 | \$88.45 |

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| <i>Longevity/Education Incentive Pay</i> | | |
|--|----------------|---------------------|
| Percentage | Monthly | Semi-Monthly |
| 6 | \$212.28 | \$106.14 |
| 7 | \$247.66 | \$123.83 |
| 8 | \$283.04 | \$141.52 |
| 9 | \$318.42 | \$159.21 |
| 10 | \$353.80 | \$176.90 |
| 11 | \$389.18 | \$194.59 |
| 12 | \$424.56 | \$212.28 |
| 13 | \$459.94 | \$229.97 |
| 14 | \$495.32 | \$247.66 |
| 15 | \$530.70 | \$265.35 |
| 16 | \$566.08 | \$283.04 |

Section 3. Longevity Pay:

Longevity payments shall be subject to retirement benefits. Premiums paid for Educational Incentive are considered "special pay" and not subject to retirement benefit calculations. The contribution and/or benefits shall be controlled by state law.

2001 Addendum "A"

Section 1. Wage Rates:

Effective January 1, 2001, Wage rates shall be in accordance with the following schedules.

| <i>Salary Schedule for Officers 3.5% Increase over 2000 rates</i> | | | | |
|---|-------------|------------|--------------|---------|
| | Annual | Monthly | Semi-Monthly | Hourly |
| Step 1 - Start | \$39,210.00 | \$3,267.50 | \$1,633.75 | \$18.85 |
| Step 2 - 12 mo | \$43,941.89 | \$3,661.82 | \$1,830.91 | \$21.12 |
| Step 3 - 24 mo | \$47,846.43 | \$3,987.20 | \$1,993.60 | \$23.00 |
| Step 4 - 36 mo | \$50,057.75 | \$4,171.48 | \$2,085.74 | \$24.07 |
| Step 5 - 48 mo | \$52,174.37 | \$4,347.86 | \$2,173.93 | \$25.08 |
| Step 6 - 60 mo | \$54,902.38 | \$4,575.20 | \$2,287.60 | \$26.39 |

| <i>Salary Schedule for Corporals 10% above Officers</i> | | | | |
|---|-------------|------------|--------------|---------|
| | Annual | Monthly | Semi-Monthly | Hourly |
| Step 1 - Start | \$43,131.00 | \$3,594.25 | \$1,797.13 | \$20.74 |
| Step 2 - 12 mo | \$48,336.08 | \$4,028.00 | \$2,014.00 | \$23.23 |
| Step 3 - 24 mo | \$52,631.07 | \$4,385.92 | \$2,192.96 | \$25.30 |
| Step 4 - 36 mo | \$55,063.53 | \$4,588.63 | \$2,294.31 | \$26.48 |
| Step 5 - 48 mo | \$57,391.81 | \$4,782.65 | \$2,391.32 | \$27.59 |
| Step 6 - 60 mo | \$60,392.62 | \$5,032.72 | \$2,516.36 | \$29.03 |

| <i>Salary Schedule for Sergeants</i> | | | | |
|--------------------------------------|-------------|------------|--------------|---------|
| | Annual | Monthly | Semi-Monthly | Hourly |
| Start | \$58,947.88 | \$4,912.32 | \$2,456.16 | \$28.34 |
| 6 months | \$60,923.28 | \$5,076.94 | \$2,538.47 | \$29.29 |
| 12 months | \$63,133.50 | \$5,261.12 | \$2,630.56 | \$30.35 |
| After 4 years | \$64,711.79 | \$5,392.65 | \$2,696.32 | \$31.11 |
| After 8 years | \$66,329.50 | \$5,527.46 | \$2,763.73 | \$31.89 |

- a) All step increases are based upon satisfactory performance during previous service.
- b) Satisfactory performance shall mean an overall rating of "Meets Standards" or above on the employee Work Performance Review Report.
- c) If the performance of the employee is rated "Unsatisfactory" or "Improvement Needed" on any factor or overall rating, specific facts on which the rating is based must be provided; such facts shall include time, place, and frequency of unacceptable performance.

d) The employee, if denied a step increase, shall be placed on either monthly or quarterly evaluations and at such time that the employee's performance become "Satisfactory" as defined supra, the employee shall receive the previously denied step increase the first of the month following attaining a "Satisfactory" evaluation. The date on which an employee would be entitled to future step increase will not be affected by the above action.

Section 2. Longevity/Education Incentive:

Employees covered by this Agreement shall receive longevity/education incentive payment in accordance with the following schedule:

| Minimum Years of King County Law Enforcement Service | | | | | | | | | | | | | | |
|--|---|---|---|---|---|---|---|----|----|----|----|----|----|----|
| | | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| Longevity | % | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Assoc. Deg. | % | | | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| Bach. Deg. | % | | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| Mast. Deg. | % | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |

NOTE: The above percentage rates are based upon the Step 2 Officer rate.

In order to determine the percentage rate that an individual employee is eligible to receive, first use the table to locate the minimum years of law enforcement experience, then move down the table until you reach the appropriate education level of the specific employee. The percentage rate listed in the box is the total amount of incentive pay. For example, an employee with seven (7) years of service who has an Associate Degree would receive pay equal to 5% of the Step 2 Officer rate.

Longevity/Education incentive shall be paid beginning from the first of the month following the month in which the employee first qualifies for the program. Qualification will be based upon completion of a minimum number of years of experience and education level, plus a review and approval of the employee's degree by the joint committee established in accordance with the 1977 arbitration award.

Longevity/Education Incentive Pay

| <i>Longevity/Education Incentive Pay</i> | | |
|--|----------|--------------|
| Percentage | Monthly | Semi-Monthly |
| 1 | \$36.62 | \$18.31 |
| 2 | \$73.24 | \$36.62 |
| 3 | \$109.85 | \$54.93 |
| 4 | \$146.47 | \$73.24 |
| 5 | \$183.09 | \$91.54 |

| <i>Longevity/Education Incentive Pay</i> | | |
|--|----------------|---------------------|
| Percentage | Monthly | Semi-Monthly |
| 6 | \$219.71 | \$109.85 |
| 7 | \$256.33 | \$128.16 |
| 8 | \$292.94 | \$146.47 |
| 9 | \$329.56 | \$164.78 |
| 10 | \$366.18 | \$183.09 |
| 11 | \$402.80 | \$201.40 |
| 12 | \$439.42 | \$219.71 |
| 13 | \$476.04 | \$238.02 |
| 14 | \$512.65 | \$256.33 |
| 15 | \$549.27 | \$274.64 |
| 16 | \$585.89 | \$292.94 |

Section 3. Longevity Pay:

Longevity payments shall be subject to retirement benefits. Premiums paid for Educational Incentive are considered "special pay" and not subject to retirement benefit calculations. The contribution and/or benefits shall be controlled by state law.

2002 Addendum "A"

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Section 1. Wage Rates:

Effective January 1, 2002, Wage rates shall be in accordance with the following schedules.

| <i>Salary Schedule for Officers 3.5% Increase over 2001 rates</i> | | | | |
|---|---------------|----------------|---------------------|---------------|
| | Annual | Monthly | Semi-Monthly | Hourly |
| <i>Step 1 - Start</i> | \$40,582.35 | \$3,381.86 | \$1,690.93 | \$19.51 |
| <i>Step 2 - 12 mo</i> | \$45,479.86 | \$3,789.99 | \$1,894.99 | \$21.86 |
| <i>Step 3 - 24 mo</i> | \$49,521.06 | \$4,126.75 | \$2,063.38 | \$23.81 |
| <i>Step 4 - 36 mo</i> | \$51,809.77 | \$4,317.48 | \$2,158.74 | \$24.91 |
| <i>Step 5 - 48 mo</i> | \$54,000.47 | \$4,500.04 | \$2,250.02 | \$25.96 |
| <i>Step 6 - 60 mo</i> | \$56,823.96 | \$4,735.33 | \$2,367.66 | \$27.32 |

| <i>Salary Schedule for Corporals 10% above Officers</i> | | | | |
|---|---------------|----------------|---------------------|---------------|
| | Annual | Monthly | Semi-Monthly | Hourly |
| <i>Step 1 - Start</i> | \$44,640.59 | \$3,720.05 | \$1,860.02 | \$21.46 |
| <i>Step 2 - 12 mo</i> | \$50,027.85 | \$4,168.99 | \$2,084.49 | \$24.05 |
| <i>Step 3 - 24 mo</i> | \$54,473.17 | \$4,539.43 | \$2,269.72 | \$26.19 |
| <i>Step 4 - 36 mo</i> | \$56,990.75 | \$4,749.23 | \$2,374.61 | \$27.40 |
| <i>Step 5 - 48 mo</i> | \$59,400.52 | \$4,950.04 | \$2,475.02 | \$28.56 |
| <i>Step 6 - 60 mo</i> | \$62,506.36 | \$5,208.86 | \$2,604.43 | \$30.05 |

| <i>Salary Schedule for Sergeants</i> | | | | |
|--------------------------------------|---------------|----------------|---------------------|---------------|
| | Annual | Monthly | Semi-Monthly | Hourly |
| <i>Start</i> | \$61,011.05 | \$5,084.25 | \$2,542.13 | \$29.33 |
| <i>6 months</i> | \$63,055.59 | \$5,254.63 | \$2,627.32 | \$30.31 |
| <i>12 months</i> | \$65,343.17 | \$5,445.26 | \$2,722.63 | \$31.41 |
| <i>After 4 years</i> | \$66,976.71 | \$5,581.39 | \$2,790.70 | \$32.20 |
| <i>After 8 years</i> | \$68,651.03 | \$5,720.92 | \$2,860.46 | \$33.00 |

- a) All step increases are based upon satisfactory performance during previous service.
- b) Satisfactory performance shall mean an overall rating of "Meets Standards" or above on the employee Work Performance Review Report.
- c) If the performance of the employee is rated "Unsatisfactory" or "Improvement Needed" on any factor or overall rating, specific facts on which the rating is based must be provided; such facts shall include time, place, and frequency of unacceptable performance.

d) The employee, if denied a step increase, shall be placed on either monthly or quarterly evaluations and at such time that the employee's performance become "Satisfactory" as defined supra, the employee shall receive the previously denied step increase the first of the month following attaining a "Satisfactory" evaluation. The date on which an employee would be entitled to future step increase will not be affected by the above action.

Section 2. Longevity Pay:

Employees covered by this Agreement shall receive longevity pay in accordance with the following schedule:

| | | Minimum Years of King County Law Enforcement Service | | | | | | | | | |
|-----------|---|--|---|---|---|---|----|----|----|----|----|
| | | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| Longevity | % | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

NOTE: The above percentage rates are based upon the Step 4 Officer rate.

| <i>Longevity Pay</i> | | |
|----------------------|----------|--------------|
| Percentage | Monthly | Semi-Monthly |
| 1 | \$43.17 | \$21.59 |
| 2 | \$86.35 | \$43.17 |
| 3 | \$129.52 | \$64.76 |
| 4 | \$172.70 | \$86.35 |
| 5 | \$215.87 | \$107.94 |
| 6 | \$259.05 | \$129.52 |
| 7 | \$302.22 | \$151.11 |
| 8 | \$345.40 | \$172.70 |
| 9 | \$388.57 | \$194.29 |
| 10 | \$431.75 | \$215.87 |

Section 3. Education Incentive:

Employees covered by this Agreement shall receive education incentive payment in accordance with following schedule:

| | Minimum Years of King County Law Enforcement Service | | |
|----------------|--|----|----|
| | 2 | 3 | 4 |
| Assoc. Degree | | | 2% |
| Bach. Degree | | 3% | 4% |
| Masters Degree | 4% | 5% | 6% |

NOTE: The above percentage rates are based upon the Step 2 Officer rate.

| <i>Education Incentive Pay</i> | | |
|--------------------------------|----------------|---------------------|
| Percentage | Monthly | Semi-Monthly |
| 1 | \$37.90 | \$18.95 |
| 2 | \$75.80 | \$37.90 |
| 3 | \$113.70 | \$56.85 |
| 4 | \$151.60 | \$75.80 |
| 5 | \$189.50 | \$94.75 |
| 6 | \$227.40 | \$113.70 |

Section 4. Retirement Calculations:

Longevity payments shall be subject to retirement benefits. Premiums paid for Educational Incentive are considered "special pay" and not subject to retirement benefit calculations. The contribution and/or benefits shall be controlled by state law.

Longevity/Education incentive shall be paid beginning from the first of the month following the month in which the employee first qualifies for the program. Qualification will be based upon completion of a minimum number of years of experience and education level, plus a review and approval of the employee's degree by the joint committee established in accordance with the 1977 arbitration award.

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MEMORANDUM OF UNDERSTANDING
BETWEEN
KING COUNTY
AND
TEAMSTERS, LOCAL 117
AIRPORT POLICE/ARFF OFFICERS

Subject : January 1, 1999 Agreement

The parties agree that the wage rates for the year 1999 as provided under the wage addendum attached herewith will be effective as of January 1, 1999.

John A. Williams 12-6-00
John A. Williams, Secretary-Treasurer, Teamsters, Local 117 Date

Ron Sims 12-6-00
Ron Sims, King County Executive Date

Int'l Brotherhood of Teamsters, Local 117
Airport Police/ARFF
1999 Wage Rates

| Class Code | Classification | Step 1 (00) (12m) | Step 2 (13) (24m) | Step 3 (25) (36m) | Step 4 (37) (48m) | Step 5 (49) (60m) | Step 6 (61m+) | |
|------------|--|-------------------|-------------------|-------------------|-------------------|-------------------|---------------|-------------|
| 5111 | Airport Police/Aircraft Rescue Firefighting Officer | annual | \$36,567.63 | \$40,980.63 | \$44,622.05 | \$46,684.34 | \$48,658.32 | \$51,202.49 |
| | | monthly | \$3,047.30 | \$3,415.09 | \$3,718.51 | \$3,890.36 | \$4,054.86 | \$4,266.88 |
| 5113 | Airport Police/Aircraft Rescue Firefighting Corporal | annual | \$40,224.36 | \$45,079.14 | \$49,084.30 | \$51,352.71 | \$53,524.22 | \$56,322.80 |
| | | monthly | \$3,352.03 | \$3,756.60 | \$4,090.36 | \$4,279.39 | \$4,460.35 | \$4,693.57 |

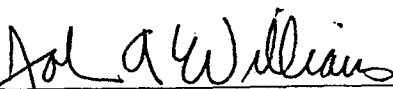
| Class Code | Classification | Step 1 (00) (6m) | Step 2 (07) (12m) | Step 3 (13) (48m) | Step 4 (49) (96m) | Step 5 (96m+) | |
|------------|--|------------------|-------------------|-------------------|-------------------|---------------|-------------|
| 5112 | Airport Police/Aircraft Rescue Firefighting Sergeant | annual | \$54,975.36 | \$56,817.64 | \$58,878.91 | \$60,350.84 | \$61,859.53 |
| | | monthly | \$4,581.29 | \$4,734.81 | \$4,906.57 | \$5,029.24 | \$5,154.96 |

MEMORANDUM OF UNDERSTANDING
BETWEEN
KING COUNTY
AND
TEAMSTERS, LOCAL 117
AIRPORT POLICE/ARFF OFFICERS

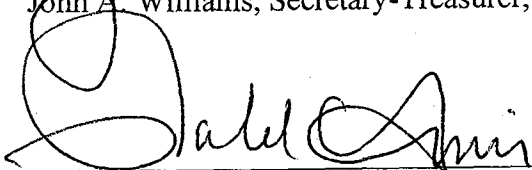
14014

Subject: January 1, 2000 Labor Agreement

The parties agree that the wage rates for the year 2000 as provided under the wage addendum attached to the labor agreement will be effective January 1, 2000. All other provisions of the January 1, 2000 through December 31, 2002 labor agreement will be effective the first of the month following complete and final ratification of the labor agreement by the King County Council and Executive.



John A. Williams, Secretary-Treasurer, Teamsters, Local 117 12-6-00 Date



Ron Sims, King County Executive 12-6-00 Date