



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 18990

Proposed No. 2019-0348.1

Sponsors Upthegrove

1 AN ORDINANCE approving and adopting the
2 memorandum of agreement negotiated by and between
3 King County and International Brotherhood of Teamsters
4 Local 117 (Wastewater Treatment Division, Supervisors -
5 Department of Natural Resources and Parks) regarding
6 wage study and wage modifications for wastewater
7 treatment division supervisors representing employees in
8 the department of natural resources and parks; and
9 establishing the effective date of the agreement.

10 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

11 SECTION 1. The memorandum of agreement negotiated by and between King
12 County and International Brotherhood of Teamsters Local 117 (Wastewater Treatment
13 Division, Supervisors - Department of Natural Resources and Parks) regarding wage
14 study and wage modifications for wastewater treatment division supervisors representing
15 employees in the department of natural resources and parks, which is Attachment A to
16 this ordinance, is hereby approved and adopted by this reference made a part hereof.

17 SECTION 2. Terms and conditions of the agreement shall be effective upon
18 adoption by King County ordinance, through and including December 31, 2020.
19

Ordinance 18990 was introduced on 9/25/2019 and hearing held/closed and passed by the Metropolitan King County Council on 10/9/2019, by the following vote:

Yes: 9 - Mr. von Reichbauer, Mr. Gossett, Ms. Lambert, Mr. Dunn, Mr. McDermott, Mr. Dembowski, Mr. Upthegrove, Ms. Kohl-Welles and Ms. Balducci



KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Rod Dembowski, Chair

ATTEST:

Melani Pedroza, Clerk of the Council

APPROVED this 15 day of OCTOBER 2019.

Dow Constantine, County Executive

RECEIVED
2019 OCT 15 PM 3:20
CLERK
KING COUNTY COUNCIL

Attachments: A. Memorandum of Agreement

**Memorandum of Agreement
By and Between
King County
and
International Brotherhood of Teamsters Local 117
Representing Supervisory Bargaining Unit in the
Wastewater Treatment Division**

Subject: Agreement regarding wage study and wage modifications for Wastewater Treatment Division Supervisors Bargaining Unit Classifications

This Memorandum of Agreement (Agreement) is entered into by and between King County (the County), and the International Brotherhood of Teamsters Local 117 (Union).

RECITALS

The Parties are subject to a collective bargaining agreement (CBA) which covers certain supervisors employed by King County’s Wastewater Treatment Division (WTD). The Parties had been engaged in good faith bargaining as part of the Master Labor Agreement (MLA) process in 2017 and the Total Compensation bargaining process in 2018. As part of that process, the Union sought range adjustments for bargaining unit members. In order to reach agreement and to finalize the MLA and Total Compensation process, the Parties agreed to delay addressing the range adjustment issue until a later date when a joint wage study could be conducted. As a result of such study and with respect to the WTD Supervisors classifications covered by the CBA, the parties have reached agreement on terms that will be implemented upon full ratification of this MOA by the parties.

AGREEMENTS

- Appendix 14 – Addendum A and B, Wage Addendum, shall be modified as follows:

cba Code: 157		ADDENDUM A			Union Code: F5
Job Class Code	PeopleSoft Job Code	Classification Title	Wage Range Effective 1/1/18*	Wage Range Effective 1/1/19*	Wage Range Effective 1/1/20*
<u>2810300</u>	<u>281413</u>	<u>Administrator III</u>	<u>63</u>		
7120500	713501	Process Control Supervisor	71-72	<u>73</u>	<u>74</u>
2334500	234504	Safety and Health Supervisor	69		
8700100	871106	Supervisor I	58		
8700200	871207	Supervisor II	64		
8700300	871305	Supervisor III	68		
7540800	756802	Wastewater Maintenance Supervisor	69-70	<u>71</u>	<u>72</u>
<u>7111800</u>	<u>715901</u>	<u>Wastewater Operations Engineering Supervisor</u>		<u>71</u>	<u>72</u>

cba Code: 157		ADDENDUM A			Union Code: F5	
Job Class Code	PeopleSoft Job Code	Classification Title	Wage Range Effective 1/1/18*	Wage Range Effective 1/1/19*	Wage Range Effective 1/1/20*	
2334500	234504	Wastewater Safety Supervisor		70		
7540500	756501	Wastewater Treatment Supervisor	69	70		
7540500	756502	Wastewater Treatment Supervisor (Rotating)	68	69		

cba Code: 157		ADDENDUM B			Union Code: F5A	
Job Class Code	PeopleSoft Job Code	Classification Title	Wage Range*			
2131400	214413	Business and Finance Officer IV	67			
2139100	218101 218102	Capital Projects Financial Advisor	75			
1041100	110004	Financial Services Administrator	71			
2441400	243413	Project/Program Manager IV	68			

* For rates please refer to King County Squared Salary Table. The Union has agreed to reduce the wage rates under this contract by \$1.00 per hour for Addendum A and \$2.00 per hour for Addendum B pursuant to Article 14.4 of the collective bargaining agreement pertaining to participation in the Western Conference of Teamsters Pension Trust.

For the International Brotherhood of Teamsters Local 117:


 John Scearcy
 Secretary-Treasurer

6/28/19
 Date

For King County:


 Angela Marshall
 Labor Relations Negotiator
 Office of Labor Relations
 King County Executive Office

7/10/19
 Date