

**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

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

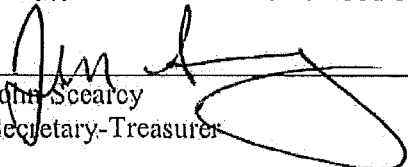
cba Code: 157		ADDENDUM A			Union Code: F5
Job Class Code	PeopleSoft Job Code	Classification Title	Wage Range Effective 1/1/18*	Wage Range Effective 1/1/19*	Wage Range Effective 1/1/20*
2810300	281413	Administrator III	63		
7120500	713501	Process Control Supervisor	71 72	73	74
2334500	234504	Safety and 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	71	72
7111800	715901	Wastewater Operations Engineering Supervisor		71	72

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			

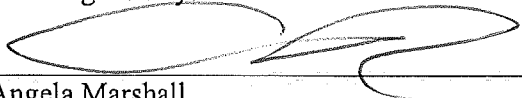
* For rates please refer to King County Squared Salary Table. The Union has agreed to reduce the wage rates under this contract by \$1.00 per hour for Addendum A and \$2.00 per hour for Addendum B pursuant to Article 14.4 of the collective bargaining agreement pertaining to participation in the Western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

For the International Brotherhood of Teamsters Local 117:


 John Searcy
 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