

**Memorandum of Agreement – King County Total Compensation 2019-2020
for Appendix 5 of the Master Labor Agreement
International Brotherhood of Teamsters Local 117
Joint Units Agreement
[461]**

Subject: Total Compensation Coalition Small Table Terms

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

RECITALS

1. The County and the Union have bargained in good faith on other financial related terms during small table bargaining as part of the Total Compensation Coalition bargaining for the term of January 1, 2019 through December 31, 2020. The parties have reached agreement on terms that will be implemented upon full ratification of this MOA by the parties. During Total Compensation and the Master Labor Agreement negotiations in 2020, the parties will bargain to incorporate the terms of this MOA into the appropriate section of the Collective Bargaining Agreement (CBA).

AGREEMENTS

The County and the Union agree to the following terms:

1. The Roads Division will create a new classification for those employees who are currently employed as Career Service Utility II's in the Roads Division. This new classification's name and description is yet to be determined. As soon as administratively practical, a classification draft will be created and presented to the Union for the opportunity to provide input prior to finalization with Compensation and Classification (CCS). The new classification will be placed at range 40 of the King County Squared Table. Upon full

ratification of this agreement, but effective retroactive to January 1, 2018, all incumbent Career Service Roads Utility Worker II's will be moved to the new classification and will be placed step to step in the new pay range.

2. The Roads Division will create an additional new classification, placed at Range 39 of the King County Squared Table. The new classification will be utilized for employees hired into a similar body of work as the current seasonal/STT/TLT status Utility II's in Roads. This new classification's name and description is yet to be determined. As soon as administratively practical, a classification draft will be created and presented to the Union for the opportunity to provide input prior to finalization with CCS. Upon full ratification of this agreement, but effective retroactive to January 1, 2018, all incumbent seasonal/STT/TLT status Utility Worker II's in Roads will be moved to the new classification.

3. The King County Print Shop shall be added/accreted to the JUA agreement as a NEW

APPENDIX F.

For International Brotherhood of Teamsters Local 117:

John Scearcy, Secretary-Treasurer

For King County:

Angela Marshall, Labor Relations Negotiator