

**Memorandum of Agreement – King County Total Compensation 2019-2020
for Appendix 33 of the Master Labor Agreement
Professional and Technical Employees, Local 17
Transit Superintendents - Department of Transportation, Metro Transit Division
[044]**

Subject: Total Compensation Coalition Small Table Terms

This Agreement (Agreement) is entered into by and between King County (the County) and the Professional & Technical Employees, Local 17 (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 rolled into the Appendix in the next round of MLA bargaining.

AGREEMENTS

1. The County and the Union agree that the edited appendix language below represents the entire agreement of the parties for the period of January 1, 2019 through December 31, 2020.

2. This County and the Union further agree that these language changes will be added to the appendix during MLA bargaining for the period of January 1, 2021 forward.

Appendix Language Changes effective January 1, 2019:

Article 11.2 is amended as follows:

A. Employees represented by this Agreement are currently classified as FLSA-exempt. However, the nature of their work sometimes requires them to be on-call for significant periods of time and to work, on an on-going basis, substantially in excess of the standard work schedule for other County employees. Therefore, each Employee will be granted **five three** days of executive leave annually. In addition to these **five three** days of executive leave, an Employee may be granted up to an additional **five seven** days of executive leave, when authorized in writing by his/her immediate supervisor, in recognition of the additional on-call time, excess work and/or performance expectations required by his/her specific position.

B. The yearly executive leave accrual will appear on the Employee's first pay check in January. Executive leave must be used in the payroll year granted and cannot be carried into the next payroll year or cashed out. No executive leave will be paid in cash except in the event of an Employee's death. In such cases, all unused executive leave will be paid to the Employee's estate.

Exhibit A is amended as follows:

cba Code: 044

Addendum A

Union Code: C5

**Professional and Technical Employees
Local 17
Transit Division – Superintendents
Effective January 1, 2019**

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps
8712000	873101	Transit Superintendent - Base Operations	72 <u>73</u>	1-2-3-4-5 *
8712010	873110	Transit Superintendent - Control Center	72 <u>73</u>	1-2-3-4-5 *
8712020	873180	Transit Superintendent - Facilities Maintenance	72 <u>73</u>	1-2-3-4-5 *
8712030	873190	Transit Superintendent - Fleet Engineering	72 <u>73</u>	1-2-3-4-5 *
8712040	873120	Transit Superintendent - Operations Training	72 <u>73</u>	1-2-3-4-5 *
8712050	873130	Transit Superintendent - Planning and Technical Support	72 <u>73</u>	1-2-3-4-5 *
8712060	873140	Transit Superintendent - Power	72 <u>73</u> + 11%	1-2-3-4-5 *
8712090	873150	Transit Superintendent - Vehicle Procurement	72 <u>73</u>	1-2-3-4-5 *
8712200	873310	Transit Superintendent - Rail Operations	72 <u>73</u>	1-2-3-4-5 *
8712210	873320	Transit Superintendent - Rail Vehicle Maintenance	72 <u>73</u>	1-2-3-4-5 *
8712240	873350	Transit Superintendent - Rail Facilities Maintenance	72 <u>73</u>	1-2-3-4-5 *
8712220	873330	Transit Superintendent - Rail Way, Power and Signal	72 <u>73</u> + 11%	1-2-3-4-5 *
8712250	873360	Transit Superintendent – Rail Training	72 <u>73</u>	1-2-3-4-5 *
8712230	873340	Transit Superintendent - Streetcar	72 <u>73</u>	1-2-3-4-5 *
8712070	873160	Transit Superintendent - Service Quality	72 <u>73</u>	1-2-3-4-5 *
8712080	873170	Transit Superintendent - Vehicle Maintenance	72 <u>73</u>	1-2-3-4-5 *
8711000	871520	Transit Superintendent - Accessible Services	72 <u>73</u>	1-2-3-4-5 *
8711010	871530	Transit Superintendent - Commute Trip Reduction	72 <u>73</u>	1-2-3-4-5 *
8711020	871540	Transit Superintendent - Customer Services	72 <u>73</u>	1-2-3-4-5 *
8711030	871550	Transit Superintendent - Marketing and Service Information	72 <u>73</u>	1-2-3-4-5 *
8711040	871560	Transit Superintendent - Rideshare Operations	72 <u>73</u>	1-2-3-4-5 *
8711050	871570	Transit Superintendent - Safety	72 <u>73</u>	1-2-3-4-5 *
8711060	871580	Transit Superintendent - Service Development	72 <u>73</u>	1-2-3-4-5 *

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps
8711090	871720	Transit Superintendent - Systems Operations	75	1-2-3-4-5 *
8711080	871710	Transit Superintendent - Systems Development	75	1-2-3-4-5 *
* These Steps equate to Steps 2-4-6-8-10 on the King County FLSA Exempt "Squared" Pay Schedule				

For Professional and Technical Employees, Local 17:



Denise Cobden, Union Representative

For King County:



David Levin, Labor Relations Negotiator-Senior