

**Memorandum of Agreement
By and Between
King County
and
Washington State Council of County and City Employees, Council 2, Local 2084-SC
Superior Court - Staff (Wages Only)**

Subject: Total Compensation 2019-2020 Reopener Agreement

This Memorandum of Agreement (the Agreement) by and between King County (the County) and Washington State Council of County and City Employees, Council 2, Local 2084-SC (the Union) establishes several wage adjustments for Superior Court classifications represented by the Union.

1. Superior Court (the Court) shall reclassify “Step-Up/FIRS” Social Workers to a new classification called Juvenile Services Social Worker (JSSW), and Juvenile Services Social Worker, Senior (JSSW, Senior) that have been created by the Court. The parties have bargained the details concerning the new classifications and reached mutual agreement as follows.

2. **Worker.** The pay rate for the new JSSW classification shall be Range 55 Standardized Table, Non-Exempt, Line 40. Pay range and step adjustments shall be retroactively effective for pay purposes to July 1, 2017, due to an outstanding reclassification appeal. The JSSW classification shall be FLSA - Non Exempt. Employees classified as JSSW shall receive Pay Ranges/Step Placement, as follows:

Peoplesoft #	Classification	Range/Step
000103154	JSSW	55/2*
000098894	JSSW	55/3*
000097289	JSSW	55/3*

* Step is as of 7/30/19 and upon implementation of this Agreement. Conversion at 7/1/17 would be 55/1 and would progress through normal merit procedures.

3. **Juvenile Services Social Worker, Senior.** Pay for new JSSW, Senior Range 58 Standardized Annual Table, and FLSA Exempt. Pay range and step adjustments shall be retroactively effective for pay purposes due to July 1, 2017, due to an outstanding reclassification appeal. Employee classified as JSSW, Senior shall receive a Pay Range/Step Placement, as follows:

Peoplesoft #	Classification	Range/Step
000067528	JSSW, Senior	58/9*

* Step is as of 7/30/19 and implementation of this Agreement. Conversion at 7/1/17 would be 58/1 and would progress through normal merit procedures.

4. Step placement on new ranges. Court shall use the “dollar to dollar step placement” methodology. Under “dollar to dollar” methodology, Court will go back to the effective date of the range increase stated in this Agreement, and transition the employee to a step on the new range, which is equal to, but not less than, their current rate of pay prior to the range increase. If the effective date is the same date that merit was applied, then merit will be recalculated. Upon union request, the County will provide step placement by individual employee on new ranges corresponding with this Agreement.

5. Reclassification Appeal. All parties, including impacted social worker employees, agree the terms of this Agreement are intended to fully resolve the outstanding Step-Up and FIRS Social Worker reclassification appeal, and no further decision, appeal, or remedy shall occur.

6. Other 2084 SC Staff Unit Classification Adjustments. All Pay Range and Step Placements shall occur on the King County Standardized Hourly Table, Line 40, for employees in classifications listed below. The effective date of January 1, 2019 shall be used to determine retroactive pay for the additional step increases above current step placements as listed below.

A. Employee(s) classified as Court Program Technician listed below shall receive an additional 1 step increase above their current step prior to this Agreement, as provided below:

Peoplesoft #	Classification	Range
000066456	Court Program Technician	48/10 (currently @ Step 9)

B. Employee(s) classified as WACIC Data Coordinator listed below shall receive an additional 1 step increase above their current step prior to this Agreement, as provided below:

Peoplesoft #	Classification	Range
000066675	WACIC Data Coordinator	43/9 (currently @ Step 8)

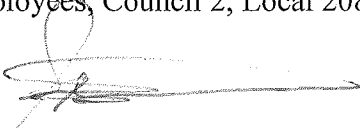
C. Employee(s) classified as Finance Technician – KCSC listed below shall receive step placement on Range 47, as provided below:

Peoplesoft #	Classification	Range
000083564	Finance Technician	47/9

7. Full and Final Agreement. This Agreement represents the final Agreement per the Reopener in the parties Total Compensation Agreement from 2019-2020.

8. Ratification. This Agreement is subject to ratification by the Union and King County Council prior to implementation.

For Washington State Council of County and City Employees, Council 2, Local 2084-SC:



Suzette Dickerson
Staff Representative

10/30/2019

Date

For King County:



Andre Chevalier
Labor Relations Negotiator
Office of Labor Relations
King County Executive Office

10/29/2019

Date