

**Memorandum of Agreement – King County Total Compensation 2019-2020
for Appendix 44 of the Master Labor Agreement
Public, Professional & Office-Clerical Employees and Drivers, Teamsters Local 763
Communications Specialists - King County Sheriff's Office
[450]**

Subject: Total Compensation Coalition Small Table Terms

This Agreement (Agreement) is entered into by and between King County (the County), the King County Sheriff's Office (KCSO), and Teamsters Local 763 Communications Specialists (the Union).

RECITALS

1. The County, KCSO, 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 and effective retroactive to January 1, 2019. 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, KCSO, and the Union agree to the following terms:

1. Addendum A – Wage Addendum of Appendix 44 shall be modified as follows:

**ADDENDUM A - WAGE ADDENDUM
TEAMSTERS, LOCAL 763
COMMUNICATIONS SPECIALISTS
PAY RATES 2018**

| <u>Job Class Code</u> | <u>PeopleSoft Job Code</u> | <u>Classification Title</u> | <u>Pay Range</u> | <u>Steps</u> |
|---|----------------------------|---|------------------|--------------|
| 5140200 | 514501 | Communications Specialist - Call Receiver | 42 | 1-2-3-4-5 * |
| 5140100 | 514401 | Communications Specialist - Dispatcher | 47 | 1-2-3-4-5 ** |
| * These Steps equate to Steps 2-4-6-8-10 on the King County "Squared" Pay Schedule | | | | |
| ** These Steps equate to Steps 6-7-8-9-10 on the King County "Squared" Pay Schedule | | | | |

| Job Class Code | PeopleSoft Job Code | Classification Title |
|----------------|---------------------|---|
| 5140200 | 514501 | Communications Specialist – Call Receiver |

| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|----------|------------|------------|------------|------------|------------|
| Hourly | \$23.2586 | \$24.1197 | \$25.3260 | \$26.9247 | \$27.9223 |
| Monthly* | \$4,031.49 | \$4,180.75 | \$4,389.84 | \$4,666.95 | \$4,839.87 |

| Job Class Code | PeopleSoft Job Code | Classification Title |
|----------------|---------------------|--|
| 5140100 | 514401 | Communications Specialist – Dispatcher |

| | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|----------|------------|------------|------------|------------|------------|
| Hourly | \$28.2713 | \$29.3176 | \$30.7839 | \$32.3231 | \$34.3634 |
| Monthly* | \$4,900.36 | \$5,081.72 | \$5,335.88 | \$5,602.67 | \$5,956.32 |

2. Addendum C – Longevity of Appendix 44 shall be modified as follows:

Longevity Pay

Communications Specialists (Call Receivers) covered by this Agreement shall receive longevity payment in accordance with the following schedule:

| | | |
|---|---|---|
| After 10 <u>7</u> years of service as a KCSO Communications Specialist <u>.30.35</u> / hr | After 15 <u>12</u> years of service as a KCSO Communications Specialist <u>.45.50</u> /hr | After 20 <u>17</u> years of service as a KCSO Communications Specialist <u>.60.65</u> /hr |
|---|---|---|

Communications Specialists (Dispatchers) covered by this Agreement shall receive

longevity payment in accordance with the following schedule:

| | | |
|---|--|---|
| After 7 years of service as a KCSO Communications Specialist .35/ hr | After 12 years of service as a KCSO Communications Specialist .50 /hr | After 17 years of service as a KCSO Communications Specialist .65/hr |
|---|--|---|

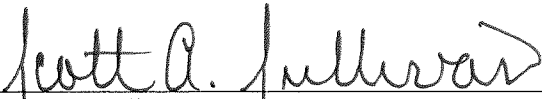
Years of service is measured by an employee's adjusted service date based on date of hire as a Communications Specialist.

King County Sheriff's Office:



Mitzi Johanknecht, Sheriff
King County Sheriff's Office

For Public, Professional & Office-Clerical Employees
and Drivers, Teamsters Local 763:



Scott Sullivan, Secretary-Treasurer

For King County:



Angela Marshall, Labor Relations Negotiator