

**Memorandum of Agreement – King County Total Compensation 2019-2020
for Appendix 4 of the Master Labor Agreement
International Brotherhood of Teamsters Local 117
Information Technology Managers and Supervisors - Department of King County
Information Technology, Executive Branch Departments; Department of Executive
Services
[456]**

Subject: Career Progression Classification Project and Effective Date

Background:

King County (the County) and Teamsters Local 117 (the Union) are parties to a collective bargaining agreement (The Master Labor Agreement (MLA) and Appendix 4) that expires December 31, 2020, which covers managerial and supervisory employees in the Department of King County Information Technology and the Department of Executive Services, Business Resource Center.

As part of the MLA, this bargaining unit is participating in Total Compensation bargaining for an agreement covering the period of January 1, 2019 – December 31, 2020, addressing issues including General Wage Increases and bargaining unit specific classification salaries.

Separately, the County, through the Classification and Compensation Services (CCS) group in the Human Resources Division, has embarked on a project to review and if necessary update the King County Information Technology (KCIT) and Department of Executive Services, Business Resource Center (BRC) classifications by removing outdated classifications, modifying existing classifications, and adding new classifications. This work is being done pursuant to the Career Progression Classification Project (known as “CP2”).

The parties, through the MLA, have previously entered a Memorandum of Agreement, document code 000MLAU0117, which, among other provisions, guarantees no loss in pay for employees whose positions are reclassified pursuant to CP2. This agreement does not modify or supersede that prior agreement.

Though CCS has begun reviewing the IT classifications used in KCIT and the BRC, the project will not be done until sometime in 2019, at the earliest. Because of the overlapping timelines of salary negotiations for this bargaining unit and creation or modification of the classifications represented by the Union, the parties have reached the agreement below.

Agreement:

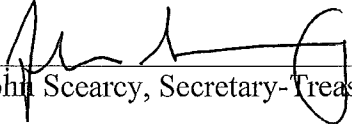
1. Upon completion of the classification review and adoption by the County of new, revised, and/or existing IT classifications used in KCIT and the BRC represented by the Union, the parties shall negotiate wages for the classifications represented by the Union.

2. Any changes to base wages shall be effective January 1, 2019, unless otherwise specifically agreed by the parties.

3. This agreement is subject to adoption by ordinance(s) of the Metropolitan King County Council.

4. Adoption of any changes in wages pursuant to #1 above shall be by separate agreement and subject to each party's ratification process, as required.

For International Brotherhood of Teamsters Local 117:

 11/31/19

John Scearcy, Secretary-Treasurer

For King County:

 2/1/19

Sasha Alessi, Labor Negotiator II