

**Memorandum of Agreement – King County Total Compensation 2019-2020  
for Appendix 59 of the Master Labor Agreement  
Washington State Council of County and City Employees, Council 2, Local 2084-SC  
Superior Court - Family Court Operations; Court Appointed Special Advocates Specialists  
and Attorneys (CASA)  
[458]**

**Subject: Total Compensation Coalition Small Table Terms**

This Memorandum of Agreement (Agreement) is entered into by and between King County (the County) and Washington State Council of County and City Employees, Council 2 Superior Court CASA Unit (the Union).

**BACKGROUND**

1. The County and the Union have bargained in good faith during the Total Compensation Coalition bargaining for the term of January 1, 2019 through December 31, 2020. This Agreement is intended to represent the mutually agreed upon changes to be incorporated into Appendix 59 through December 31, 2020. Appendix changes are indicated by strike through or underline.

2. This Appendix 59 Memorandum of Agreement should be understood in conjunction with existing terms in Appendix 59, the Superior Court Working Condition Contract, the Master Labor Agreement, and the Total Compensation Agreement 2019-2020.

**AGREEMENTS**

1. **Effective date:** This Agreement provides changes to the Appendix and shall be effective January 1, 2019, including changes to Addendum A (Wages) for retroactive pay purposes. The Agreement is subject to approval by King County Council.

**ARTICLE 5: WAGES**

**5.1. Pay Ranges** - Wage rates for each classification are set forth in Addendum A.

**5.2. Step Increases**

A. Upon successful completion of a probationary period, a regular employee shall advance to the next step in his/her classification wage range.

B. Annual step increases will be given January 1 after the first increase described in Article 5.2.A, if the employee's work performance and work habits are satisfactory, as defined in the "Performance Overview"; and until such time that the employee has reached Step 10.

**5.3. General Wage Increases**

The MLA and 2019-2020 Total Compensation Agreement(s) provide the agreed upon General Wage Increases (i.e. COLA) for the duration of this Agreement.

**5.4. Work Out-of-Classification** – The wage and wage related terms set forth in the MLA in Article 15 and Article 37 provide the agreed upon terms for out-of-classification assignments.

5.5. **Mileage** - Employees mileage reimbursement will be set forth in the MLA in Article 24.

**ARTICLE 6: HEALTHCARE AND INSURANCE PLANS**

The terms and conditions for health benefits are provided in MLA Article 25 as amended, which provides benefits pursuant to the Joint Labor Management Insurance Committee Agreements.

**ARTICLE 18: MANAGEMENT LEAVE**

5.1. FLSA-exempt leave eligible employees are eligible for management leave pursuant to the King County Superior Court Administrative Guidelines for Personnel, Section 8.03.

**ARTICLE 19: MERIT LEAVE**

6.1. Regular employees are eligible for the Merit Leave program per the Superior Court Performance Appraisal Overview Instructions and Procedures, unless they are eligible to receive Merit-Over-Top compensation. No employee eligible to receive Merit-Over-Top pay compensation shall also be eligible to receive Merit Leave.

**ADDENDUM "A"**  
**to the**  
**AGREEMENT**  
**by and between**  
**KING COUNTY, WASHINGTON**  
**and**  
**WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES**  
**LOCAL 2084-SC (Superior Court) CASA's**  
**January 1, 2018 through December 31, 2020**

THIS ADDENDUM is supplemental to the Agreement by and between KING COUNTY, WASHINGTON, hereinafter referred to as the Employer, and WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES LOCAL 2084-SC (Superior Court) CASA's.

**A.1 Salary Ranges** - The following Salary Ranges of the King County Standardized Annual/FLSA Exempt Salary Schedule below shall be effective January 1, 2019, for retroactive pay purposes upon King County Council ratification. ~~January 1, 2017 through December 31, 2020. See Memorandum of Agreement titled Compensation Agreement (458U0117) for additional detail.~~ The General Wage Increases shall be as provided in Article 5.3 of the collective bargaining agreement.

<b>Job Class Code</b>	<b>PeopleSoft Job Code</b>	<b>Classification Title</b>	<b>Pay Range Standard Table</b>
6120100	663101	CASA Specialist	<b>53*</b>
6120000	662101	Staff Guardian Ad Litem (GAL) Specialist	<b>53*</b>
6240100	664101	CASA Attorney	<del>61</del> <b>63*</b>
6240200	664201	Program Attorney/Attorney Guardian Ad Litem	<del>61</del> <b>63*</b>
* 35 hours per week			

**MEMORANDUM OF AGREEMENT:**  
**CLASSIFICATION STUDY, MERIT LEAVE, AND GENERAL REOPENER**

1. **CLASSIFICATION STUDY/REOPENER.** The County will pursue a classification survey of social worker related classifications and pay rates with a target completion date of first quarter 2019. The CASA Specialist classification and Staff GAL Specialist will be included in the compensation survey. Upon completion of the survey, the County will provide notice and an opportunity to bargain to the Union. Any classification wage adjustments specific to the CASA Specialists or Staff GAL Specialist shall be effective January 1, 2019, for retroactive pay purposes.
  
2. **MERIT LEAVE/REOPENER.** Effective January 1, 2019, the CASA Attorney and Program Attorney/Attorney Guardian Ad Litem classifications shall participate in the Merit Leave program in lieu of the Merit-Over-Top compensation program. Conversely, any new employees hired into the Staff Guardian Ad Litem Specialist (GAL) or CASA Specialist classification hired after January 1, 2019, shall receive Merit Leave in lieu of Merit-Over-Top compensation. Employees in the CASA Specialist and GAL Specialist classifications hired prior to January 1, 2019, shall continue to be eligible for Merit-Over-Top compensation, and shall not be eligible to receive Merit Leave. However, eligibility for Merit-Over-Top and Merit Leave shall be within the scope of bargaining upon completion of the classification study identified above.
  
3. **GENERAL WAGE REOPENER.** The County agrees to reopen this Agreement on wage rates for CASA Specialist/Attorney and or GAL Specialists/Attorney if the Court's non-represented Social Workers or Unified Family Court Attorney classifications (Early Resolution Case Managers) receive a classification range increase.

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



\_\_\_\_\_  
Suzette Dickerson, Staff Representative

For King County:



\_\_\_\_\_  
Andre Chevalier, Labor Relations Negotiator