

**Memorandum of Agreement  
By and Between  
King County  
And  
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)**

**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. Wage range adjustments.**

a. Superior Court Appointed Special Advocates (CASA) Specialist classification shall be increased from Range 53 to Range 55 Standardized Annual Table, and remain FLSA Exempt.

b. Superior Court Staff Guardian Ad Litem Specialist – CASA Program classification shall be increased from Range 53 to Range 55 Standardized Annual Table, and remain FLSA Exempt.

**2. Step placement on new ranges.** Court shall use the “dollar to dollar step placement” methodology for determining pay rates on the new ranges. Upon Union request, the County will provide step placement by individual employee on new ranges corresponding with this proposal.

**3. Merit-Leave.** All classifications in the CASA Unit shall participate in the Merit Leave program in lieu of Merit-Over-Top compensation effective January 1, 2019. This means that starting on January 1, 2020, classifications in the CASA Unit are eligible to receive Merit Leave, but *ineligible* to receive Merit-Over-Top compensation.

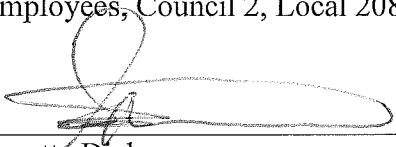
**4. Effective date.** Pay range and step adjustments shall be retroactively effective for pay purposes to January 1, 2019.

**5. Memorandum of Agreement.** The parties Memorandum of Agreement: Classification Study, Merit Leave, and General Reopener shall expire upon union ratification of this Agreement.

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

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

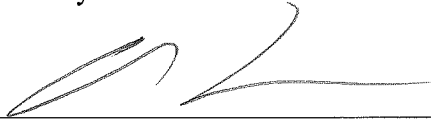
For Washington State Council of County and City  
Employees, Council 2, Local 2084-SC:



\_\_\_\_\_  
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