

**Memorandum of Agreement – King County Total Compensation 2019-2020
for Appendix 18 of the Master Labor Agreement
King County Security Guild
Security Officers, Dispatchers, Sergeants - Department of Executive Services, Facilities
Management Division
[460]**

Subject: Total Compensation Coalition Small Table Terms

This Agreement (Agreement) is entered into by and between King County (the County) and the King County Security Guild (the Guild).

RECITALS

1. The County and the Guild 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 rolled into the Appendix in the next round of MLA bargaining.

AGREEMENTS

1. The County and the Guild agree that the edited Appendix language below represents the entire agreement of the parties for the period of January 1, 2019 through December 31, 2020.

2. This County and the Guild further agree that these language changes will be added to the Appendix during MLA bargaining for the period of January 1, 2021 forward.

Appendix Language Changes effective January 1, 2019:

Article 5

Section 5.6 Training Pay - Effective January 1, 2019, Officers and Dispatchers assigned in writing by management to perform training duties to new hire employees (based on an outline of expected instruction) or to provide in-service training to incumbent employees (based on FMD certification of a training plan for incumbent employees) will be compensated at the rate of \$1.45 per hour in addition to their base hourly rate for all hours spent training.

No training pay shall be allowed prior to official notification to the trainers of their assignment.

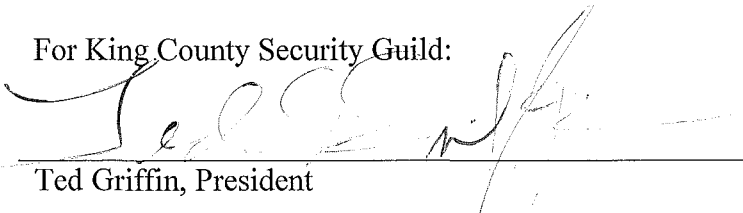
Management retains the sole right to determine the number of trainers at any given time, and training pay shall only be paid for hours spent training. Training pay will not be authorized for minimal orientation of new employees.

Section 5.7 Shift Differential - Staff whose regular work shifts begin between the hours of 1:00 p.m. and 4:59 a.m. will receive a differential of \$.50 cents per hour for all regular compensated hours worked during those shifts. The shift differential shall not apply to staff who are working overtime shifts.

Article 10

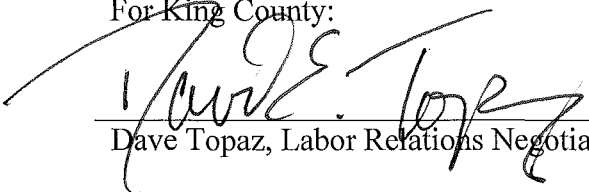
10.6 Pay upon Separation - Except as modified by a VEBA agreement a regular or probationary (who has previously achieved career service status) employee who has successfully completed at least five years of County service and who retires as a result of length of service (Effective January 1, 2019) or who completed five (5) years of continuous service as a Security Officer, Security Dispatcher, or Security Sergeant, is at least 65 years of age, and is ineligible to participate in a Washington State retirement plan (e.g. PERS or LEOFF), or who separates by reason of death will be paid, or his/her estate as provided for by RCW Title 11, as applicable, an amount equal to 35 percent of his/her unused, accumulated sick leave multiplied by the employee's base hourly rate of pay in effect upon the date of leaving County employment, less mandatory withholdings. Retire as a result of length of service means an employee is eligible, applies for and begins drawing a pension from PERS or the City of Seattle Retirement Plan immediately upon terminating County employment.

For King County Security Guild:



Ted Griffin, President

For King County:



Dave Topaz, Labor Relations Negotiator-Senior