

**Memorandum of Agreement – King County Total Compensation 2019-2020  
for Appendix 17 of the Master Labor Agreement  
King County Regional AFIS Guild  
Automated Fingerprint Identification System - King County Sheriff's Office  
[463]**

**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 King County Regional AFIS Guild (the Guild).

**RECITALS**

1. The County, KCSO, 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 implemented upon full ratification of this MOA by the parties and effective retroactive to January 1, 2019, with the exception of Article 8.2.A below which will be effective retroactive to June 2, 2018. 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 Guild agree to the following terms:

1. The wage range for the Tenprint Information Specialist classification shall be increased from Range 41 to Range 43. Effective January 1, 2019 the new pay range is as follows:

<b>Job Class Code</b>	<b>People Soft Job Class Code</b>	<b>Classification</b>	<b>SQUARED TABLE RANGE</b>
4401100	441504	Tenprint Information Specialist	43

2. Effective retroactive to June 2, 2018, Article 8 of Appendix 17 will be modified by adding the below Section 8.2.A.:

**Section 8.2.A. Off-Duty Training, Meetings, or Court Appearances:** The provisions of this section apply only for the purposes of mandatory training, meetings, or court appearance events outside of regularly scheduled work hours. A minimum of four (4) hours of pay at the overtime rate shall apply to employees required to attend events while on furlough or vacation, or when required to return to work outside of regularly scheduled work hours. If the event is directly before or after a shift, and extends a regularly scheduled work day, it will be considered a shift extension and employees will be compensated for the amount of time spent before or after their shift.

King County Sheriff's Office:

  
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Mitzi Johanknecht, Sheriff

For King County Regional AFIS Guild:

  
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Mark Roberts, President

For King County:

  
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Angela Marshall, Labor Relations Negotiator