

**Memorandum of Agreement – King County Total Compensation 2019-2020
for Appendix 42 of the Master Labor Agreement
Public Safety Employees Union
Non-Commissioned Professional Employees - Supervisory - King County Sheriff's Office
[464]**

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 Public Safety Employees Union, Non-Commissioned Professional Employees - Supervisory (the Union).

RECITALS

1. The County, KCSO, and the Union 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. During Total Compensation and the Master Labor Agreement negotiations in 2020, the parties will review this MOA to determine how the terms below will be best carried forward and incorporated into the appropriate sections of the Collective Bargaining Agreement (CBA).

AGREEMENTS

The County, KCSO, and the Union agree to the following terms:

1. KCSO will provide retroactive pay from January 1, 2018 through June 1, 2018 for the \$15 increase to education incentive, Forensic Photographer Certification pay of \$30/month, and/or reimbursement for IAI test fees or membership dues for all eligible employees.

2. KCSO will provide retroactive pay of \$20 per day to the leads and supervisors who were required to carry a supplied call out phone from September 28, 2015 through June 1st, 2018. The retroactive totals will be paid out as follows:

Mike Leahy shall receive a retroactive payment of \$7,600 for 380 days carrying a supplied call out phone during the above described time period.

Amanda Wilson shall receive a retroactive payment of \$2,240 for 112 days carrying a supplied call out phone during the above described time period.

Lori Moore shall receive a retroactive payment of \$920 for 46 days carrying a supplied call out phone during the above described time period.

3. The wage range for the Communications Operations Manager classification shall be increased from Range 69 to Range 70. Effective January 1, 2019 the new pay range is as follows:

| Job Class Code | People Soft Job Code | Classification | SQUARED TABLE RANGE |
|----------------|----------------------|-----------------------------------|---------------------|
| 2504100 | 251201 | Communications Operations Manager | 70 |

4. Article 8 of Appendix 42 will be modified by adding the below Section 8.2.A.:

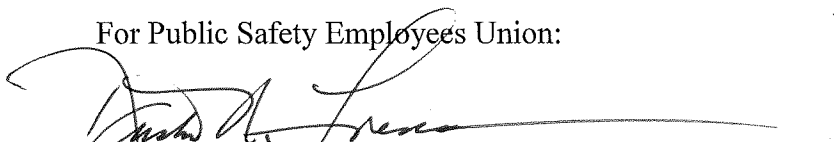
Section 8.2.A. Off-Duty Training, Meetings, or Court Appearances: The provisions of this section apply only for the purposes of mandatory training, meetings, or court appearance events outside of regularly scheduled work hours. A minimum of four (4) hours of pay at the overtime rate shall apply to employees 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:




 Mitzi Johanknecht, Sheriff

For Public Safety Employees Union:



 Dustin Frederick, Business Manager

For King County:



 Angela Marshall, Labor Relations Negotiator