

Ordinance 19827

**Memorandum of Agreement  
By and Between  
King County  
and  
Teamsters Local Union No. 174  
Affiliated with the International Brotherhood of Teamsters**

**Subject:** Wage adjustments

**Background:**

1. As part of the 2021-2024 Coalition Labor Agreement and “small table” negotiations, King County and Teamsters Local 174 entered into a Memorandum of Agreement by which they agreed to embark on wage studies for certain positions in the bargaining unit, and potentially to negotiate new wage rates for the job classifications. That Memorandum of Agreement (MOA) is titled “Compensation Study for Transfer Station Operators, Truck Driver III’s, Utility Workers (Tipper Classification), Scale Operators, and Signs and Marking Specialist”.
2. As a first step, the MOA provided detailed instructions to the parties about how to conduct the salary study process and some factors that might be considered.
3. The MOA then instructed the parties, at the conclusion of their wage studies, to use the results of the studies in a collective bargaining process, specified as follows:

*All parties agree this information shall be used to bargain in good faith for the classification[s] listed above to determine whether there will be any increases to the wage ranges, which would go into effect prospectively, following the first pay period following the full and final ratification of all parties.*

4. The parties have concluded the salary study process and wage negotiations. Their agreement follows:

**Agreement:**

1. Effective on the first pay period following the full and final ratification of all parties, Addendum A (Wage Rates) of the parties’ collective bargaining Appendix shall be adjusted as follows:

cba Code: 160

**ADDENDUM A  
WAGE RATES**

**Union Codes:  
G1, G1A, G1C**

<b>Job Class Code</b>	<b>PeopleSoft Job Code</b>	<b>Classification Title</b>	<b>Current Squared Table Range</b>	<b>New Square Table Range</b>
4102200	413202	Scale Operator - Base Rate	<b>38</b>	<b><u>40</u></b>
4102220	413103	Scale Operator - Cedar Falls	<b>40</b>	<b><u>42</u></b>
4102210	413104	Scale Operator - Cedar Hills	<b>38*</b>	<b><u>40*</u></b>
8102100	813101	Sign and Marking Specialist I	<b>-45</b>	<b><u>47</u></b>
8102200	813202	Sign and Marking Specialist II	<b>-48</b>	<b><u>50</u></b>
8102300	813303	Sign and Marking Specialist Lead	<b>-52</b>	<b><u>54</u></b>
9322100	933301	Transfer Station Operator	<b>-48</b>	<b><u>50</u></b>
9321100	932103	Truck Driver I	<b>-45</b>	<b><u>47</u></b>
9321200	932202	Truck Driver II	<b>-48</b>	<b><u>50</u></b>
9321300	932301	Truck Driver III	<b>-49</b>	<b><u>51</u></b>
9440500	944501	Tipper Worker I	<b>-36</b>	<b><u>38</u></b>

*(\*Existing Cedar Hills Scale Operators, and existing two regular leads, as of December 31, 2017, shall be grandfathered into their existing rates, new hires and backfills shall receive new range)*


2. This represents a full and final agreement of the parties.

3. The Memorandum of Agreement entitled "Compensation Study for Transfer Station Operators, Truck Driver III's, Utility Workers (Tipper Classification), Scale Operators, and Signs and Marking Specialist" is fully discharged upon implementation of the new wage rates.

For Teamsters Local Union No. 174:



\_\_\_\_\_  
Rick Hicks  
Secretary-Treasurer



\_\_\_\_\_  
Date

For King County:



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David S. Levin  
Senior Labor Negotiator  
Office of Labor Relations  
King County Executive Office

08/26/2024

\_\_\_\_\_  
Date