



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

April 28, 2008

Ordinance 16071

Proposed No. 2008-0202.1

Sponsors Gossett and Phillips

1 AN ORDINANCE approving and adopting a memorandum
2 of agreement negotiated by and between King County and
3 the International Brotherhood of Teamsters Local 117
4 (Administrative Support Employees and Professional and
5 Technical Employees) representing employees in the
6 departments of adult and juvenile detention, executive
7 services, development and environmental services, public
8 health, natural resources and parks, and transportation; and
9 establishing the effective date of said agreement.

10
11 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

12 SECTION 1. The memorandum of agreement negotiated between King County
13 and the International Brotherhood of Teamsters Local 117 (Administrative Support
14 Employees and Professional and Technical Employees) representing employees in the
15 departments of adult and juvenile detention, executive services, development and
16 environmental services, public health, natural resources and parks, and transportation;
17 and attached hereto is hereby approved and adopted by this reference made a part hereof.

18 SECTION 2. Terms and conditions of said agreement shall be effective from
19 January 1, 2008, through and including December 31, 2008.

20

Ordinance 16071 was introduced on 4/14/2008 and passed by the Metropolitan King
County Council on 4/28/2008, by the following vote:

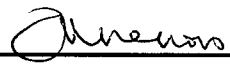
Yes: 7 - Ms. Patterson, Mr. Dunn, Ms. Lambert, Mr. Ferguson, Mr. Gossett,
Mr. Phillips and Ms. Hague
No: 0
Excused: 2 - Mr. Constantine and Mr. von Reichbauer

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON




Julia Patterson, Chair

ATTEST:



Anne Noris, Clerk of the Council

APPROVED this 6 day of May, 2008.



Ron Sims, County Executive

RECEIVED
2008 MAY -7 PM 12:30
CLERK
KING COUNTY COUNCIL

Attachments A. Memorandum of Agreement By and Between King County and International
Brotherhood of Teamsters Local 117--Administrative Support Employees Unit--
Professional and Technical Employees Unit, B. Addendum A--International
Brotherhood of Teamsters Local 117--Administrative Support Services Occupational
Group--Wage Addendum Master List, C. Addendum A--International Brotherhood of
Teamsters Local 117--Professional and Technical Employees Wage Addendum Master
List

Attachment A

MEMORANDUM OF AGREEMENT

BY AND BETWEEN

KING COUNTY

AND

INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 117

ADMINISTRATIVE SUPPORT EMPLOYEES UNIT

PROFESSIONAL AND TECHNICAL EMPLOYEES UNIT

16071

Subject: Extension of 2005 – 2007 collective bargaining agreements, continuation of negotiations

The parties, King County (the County) and Teamsters Local 117 (the Union) agree as follows:

1. Except as provided in this Agreement, all terms and conditions of the 2005 – 2007 collective bargaining agreements between the parties, covering the bargaining units of Administrative Support Employees and Professional and Technical Employees, will remain in effect through December 31, 2008.

2. Effective January 1, 2008, all pay ranges listed in the Addendum A (attached) of each of the collective bargaining agreements will be those ranges on the 2008 King County 10-Step Hourly Squared Schedule, or the 2008 King County 10-Step Exempt Squared Schedule, whichever is applicable. Employees will be placed on the appropriate pay range on the appropriate step (pursuant to Section 8.1) they had on the 2007 pay range as of January 1, 2008.

3. Members of the Professional and Technical Employees unit who are eligible to be awarded Executive Leave will be awarded up to three (3) days of Executive Leave to be used in 2008, as provided below:

a. Employees who are employed in a bargaining unit position on January 1, 2008, shall be allowed three days of Executive Leave for use during 2008; those who are employed in a bargaining unit position after January 1, 2008, but before September 1, 2008 shall be allowed two days Executive Leave for use during 2008;

b. There will be no cashout or carryover of unused Executive Leave to the following year;

c. Executive Leave will not be guaranteed to a probationary employee or to an employee whose most recent performance evaluation has an overall rating less than satisfactory, but may be granted at the discretion of management;

d. This section does not constitute a grant of Executive Leave after the expiration date of this Agreement;


e. Additional days of Executive Leave may be granted at the discretion of management pursuant to Executive Policy PER 8-1-1.

4. The parties agree to continue negotiations for a successor agreement for a term beginning on January 1, 2009, for Administrative Support and Professional and Technical Employees.

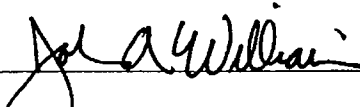
5. During 2008 the County intends to conduct classification/compensation reviews of selected job classifications. The parties may agree to changes in pay ranges as a result of the reviews, which may be in effect no earlier than January 1, 2008.

This Agreement will be in effect when ratified by the parties, including approval by the King County Council, and will remain in effect through December 31, 2008 or until a successor collective bargaining agreement is in effect, whichever occurs later.

APPROVED this 2 day of April, 2008

By: 
King County Executive

SIGNATORY ORGANIZATION:


John A. Williams
Secretary-Treasurer
International Brotherhood of Teamsters Local 117

Addendum A
 International Brotherhood of Teamsters Local 117
 Administrative Support Services Occupational Group
 Wage Addendum
 Master List *

16071

Class Code	MSA Code	People Soft Code	New Class Title	Grade**
4200100	8385	421104	Administrative Office Assistant	29
4201100	8386	421207	Administrative Specialist I	33
4201200	8387	421311	Administrative Specialist II	37
4201300	8388	421405	Administrative Specialist III	41
4201400	8389	421504	Administrative Specialist IV	46
4300100	8401	431202	Customer Service Specialist I	32
4300200	8402	431303	Customer Service Specialist II	36
4300300	8403	431403	Customer Service Specialist III	40
4300400	8404	431502	Customer Service Specialist IV	45
4101100	8378	411104	Fiscal Specialist I	34
4101200	8379	411206	Fiscal Specialist II	38
4101300	8380	411304	Fiscal Specialist III	42
4101400	8381	411403	Fiscal Specialist IV	47
4400100	8405	441105	Technical Information Processing Specialist I	32
4400200	8406	441210	Technical Information Processing Specialist II	36
4400300	8407	441305	Technical Information Processing Specialist III	40
4400400	8408	441405	Technical Information Processing Specialist IV	45

* Job titles covered by this agreement are within the departments and divisions indicated on the following pages.
 Excluded: supervisory employees, confidential employees, and employees represented by another labor organization.

** For rates, please refer to the King County Squared Salary Table.

Attachment B

cba Code: 110

Addendum A
International Brotherhood of Teamsters Local 117
Administrative Support Services Occupational Group

Union Code(s): 0117E
F1

Department of Community & Human Services

Mental Health, Chemical Abuse and Dependency Services Division

Job Title
Administrative Office Assistant
Administrative Specialist I
Administrative Specialist II
Administrative Specialist III
Administrative Specialist IV

Addendum A
International Brotherhood of Teamsters Local 117
Administrative Support Services Occupational Group

Department of Executive Services

Facilities Management Division

Job Title
Administrative Specialist I
Administrative Specialist II
Administrative Specialist III
Administrative Specialist IV
Fiscal Specialist I
Fiscal Specialist II
Fiscal Specialist III
Fiscal Specialist IV
Technical Information Processing Specialist I
Technical Information Processing Specialist II
Technical Information Processing Specialist III
Technical Information Processing Specialist IV

Addendum A
International Brotherhood of Teamsters Local 117
Administrative Support Services Occupational Group

Department of Executive Services

Finance and Business Operations Division

Job Title
Administrative Specialist I
Administrative Specialist II
Administrative Specialist III
Administrative Specialist IV
Customer Service Specialist I
Customer Service Specialist II
Customer Service Specialist III
Customer Services Specialist IV
Fiscal Specialist I
Fiscal Specialist II
Fiscal Specialist III
Fiscal Specialist IV
Technical Information Processing Specialist I
Technical Information Processing Specialist II
Technical Information Processing Specialist III
Technical Information Processing Specialist IV

Addendum A
International Brotherhood of Teamsters Local 117
Administrative Support Services Occupational Group

Department of Executive Services

Human Resources Division

Classification
Administrative Office Assistant
Administrative Specialist I
Administrative Specialist II
Administrative Specialist III
Customer Service Specialist I
Customer Service Specialist II
Customer Service Specialist III
Customer Services Specialist IV
Fiscal Specialist I
Fiscal Specialist II
Fiscal Specialist III
Fiscal Specialist IV

Addendum A
International Brotherhood of Teamsters Local 117
Administrative Support Services Occupational Group

Department of Executive Services

Records and Licensing Services Division
Elections Division

Job Title
Administrative Office Assistant
Administrative Specialist I
Administrative Specialist II
Administrative Specialist III
Administrative Specialist IV
Customer Service Specialist I
Customer Service Specialist II
Customer Service Specialist III
Customer Service Specialist IV
Fiscal Specialist I
Fiscal Specialist II
Fiscal Specialist III
Fiscal Specialist IV
Technical Information Processing Specialist I
Technical Information Processing Specialist II
Technical Information Processing Specialist III
Technical Information Processing Specialist IV

Addendum A
International Brotherhood of Teamsters Local 117
Administrative Support Services Occupational Group

Department of Natural Resources and Parks

Solid Waste and Water and Land Resources Divisions

Job Title
Administrative Office Assistant
Administrative Specialist I
Administrative Specialist II
Administrative Specialist III
Administrative Specialist IV
Customer Service Specialist I
Customer Service Specialist II
Customer Service Specialist III
Customer Service Specialist IV
Fiscal Specialist I
Fiscal Specialist II
Fiscal Specialist III
Fiscal Specialist IV
Technical Information Processing Specialist I
Technical Information Processing Specialist II
Technical Information Processing Specialist III
Technical Information Processing Specialist IV

Addendum A
International Brotherhood of Teamsters Local 117
Administrative Support Services Occupational Group

Department of Natural Resources and Parks

Parks Division

Job Title
Fiscal Specialist I
Fiscal Specialist II
Fiscal Specialist III
Fiscal Specialist IV

cba Code: 110

Addendum A
International Brotherhood of Teamsters Local 117

Union Code(s): 0117E
F1

Department of Public Health

Human Resources Section

Classification
Administrative Specialist I
Administrative Specialist II
Administrative Specialist III

Addendum A
International Brotherhood of Teamsters Local 117
Administrative Support Services Occupational Group

Department of Transportation

Airport, Road Services and Fleet Administration Divisions

Job Title
Administrative Office Assistant
Administrative Specialist I
Administrative Specialist II
Administrative Specialist III
Administrative Specialist IV
Fiscal Specialist I
Fiscal Specialist II
Fiscal Specialist III
Fiscal Specialist IV
Customer Service Specialist I
Customer Service Specialist II
Customer Service Specialist III
Customer Services Specialist IV
Technical Information Processing Specialist I
Technical Information Processing Specialist II
Technical Information Processing Specialist III
Technical Information Processing Specialist IV

16071

Attachment C

cba Code: 150

Addendum A

Union Code(s): 0117P

F3

**International Brotherhood of Teamsters Local 117
Professional & Technical Employees
Wage Addendum
Master List ***

Class Code	MSA Code	People Soft Code	New Class Title	Range**
2110200	8151	211203	Accountant	52
2810100	8289	281208	Administrator I	50
2810200	8290	281303	Administrator II	56
7320200	8786	734506	Applications Developer-Journey	60
7320400	8788	734706	Applications Developer-Master	70
7320300	8787	734606	Applications Developer-Senior	65
2110100	8150	211102	Assistant Accountant	46
2240100	8191	224102	Assistant Archivist	48
2214100	8104	224702	Assistant Buyer	49
2131100	8161	214105	Business and Finance Officer I	53
2131200	8162	214205	Business and Finance Officer II	58
2131300	8163	214303	Business and Finance Officer III	62
2131400	8164	214403	Business and Finance Officer IV	67
2214200	8105	224802	Buyer	54
2333100	8759	233602	Claims Administrator	50
2330200	8220	233203	Claims Officer	52
2332100	8760	233502	Claims Officer II	57
2501100	8253	252102	Communications Specialist I	51
2501200	8254	252207	Communications Specialist II	54
2501300	8255	252303	Communications Specialist III	58
2501400	8256	252403	Communications Specialist IV	64
7300100	8540	731101	Computer Operator	41
7300200	8541	731201	Computer Operator Specialist	43
7301100	8543	731402	Data Coordinator Specialist	42
7321200	8789	734806	Database Administrator-Journey	62
7321400	8791	735006	Database Administrator-Master	72
7321300	8790	734906	Database Administrator-Senior	67
7319200	8783	734206	Database Specialist-Journey	55
7319400	8785	734406	Database Specialist-Master	65
7319300	8784	734306	Database Specialist-Senior	60
7310200	8591	731006	Desktop Support Specialist-Journey	51
7310300	8594	731606	Desktop Support Specialist-Senior	56
2251100	8203	226204	Educator Consultant I	54
2251200	8204	226302	Educator Consultant II	58
7315200	8778	733706	EMail Administrator-Journey	56
7315300	8779	733806	EMail Administrator-Senior	61
7521100	8562	752502	Environmental Specialist I	47
8305100	8625	835102	Fire and Life Safety Technician	44
7322100	8792	735106	GIS Specialist-Entry	55
7322200	8793	735206	GIS Specialist-Journey	60
7322400	8795	735406	GIS Specialist-Master	70
7322300	8794	735306	GIS Specialist-Senior	65
2311200	8211	231204	Human Resource Analyst	57
2311300	8212	231304	Human Resource Analyst - Senior	62
2311100	8210	231103	Human Resource Associate	51
7330100	8956	736106	IT Project Administrator-Journey	58
7330200	8957	736206	IT Project Administrator-Senior	63
7331100	8958	736306	IT Project Manager I	67
7331200	8959	736406	IT Project Manager II	72
7323100	8796	735506	IT Systems Specialist-Entry	51
7323200	8797	735606	IT Systems Specialist-Journey	56

Addendum A
International Brotherhood of Teamsters Local 117
Professional & Technical Employees
Wage Addendum
Master List *

Class Code	MSA Code	People Soft Code	New Class Title	Range**
7323400	8799	735806	IT Systems Specialist-Master	66
7323300	8798	735706	IT Systems Specialist-Senior	61
7324100	8800	735906	IT Technical Trainer	55
7325100	8949	736006	IT Technical Writer	53
7311200	8607	731706	LAN Administrator-Journey	56
7311400	8686	731906	LAN Administrator-Master	66
7311300	8648	731806	LAN Administrator-Senior	61
2214400	8107	225002	Lead Senior Buyer	64
2444100	8248	243803	Maintenance Planner Scheduler	58
7312400	8767	732606	Network Architect	72
7312200	8694	732006	Network Engineer-Journey	62
2252300	8208	226703	Occupational Education and Training Program Administrator	58
2252400	8209	226801	Occupational Education and Training Program Administrator-Senior	63
5314100	8455	532301	Permit Technician	43
2441100	8242	243108	Project/Program Manager I	53
2441200	8243	243214	Project/Program Manager II	58
2441300	8244	243304	Project/Program Manager III	63
2441400	8245	243407	Project/Program Manager IV	68
2634100	8021	264804	Real Property Agent I	51
2634200	8022	264904	Real Property Agent II	55
2634300	8023	265004	Real Property Agent III	61
2634400	8024	265104	Real Property Agent IV	67
2634500	8025	265204	Real Property Agent Supervisor	71
2244100	8200	225401	Records Center Technician	36
2243100	8199	225302	Records Management Specialist	46
2334400	8226	234406	Safety and Health Administrator IV	62
2110300	8152	211302	Senior Accountant	56
2214300	8106	224902	Senior Buyer	59
7300300	8542	731301	Supervising Computer Operator	56
7301200	8544	731501	Supervising Data Coordinator	51
7313400	8775	732906	Systems Architect	72
7313200	8768	732706	Systems Engineer-Journey	62
7313300	8769	732806	Systems Engineer-Senior	67
7314200	8776	733006	Telecommunications Specialist-Journey	59
7314300	8777	733606	Telecommunications Specialist-Senior	64
2430100	8237	242103	Water Quality Planner/Project Manager I	53
2430200	8238	242202	Water Quality Planner/Project Manager II	58
2430300	8239	242303	Water Quality Planner/Project Manager III	63
2430400	8240	242401	Water Quality Planner/Project Manager IV	68
7316200	8780	733906	Website Developer-Journey	58
7316400	8782	734106	Website Developer-Master	68
7316300	8781	734006	Website Developer-Senior	63

* Job titles covered by this agreement are within the departments and divisions indicated on the following pages. Excluded: supervisory employees, confidential employees, and employees represented by another labor organization.

** For rates, please refer to the King County Squared Salary Table.

Addendum A
International Brotherhood of Teamsters Local 117
Professional & Technical Employees
Wage Addendum
Department of Adult and Juvenile Detention

Administrative Services*

Job Title
Human Resource Associate
Human Resource Analyst

* Certain employees are excluded.

Addendum A
International Brotherhood of Teamsters Local 117
Professional & Technical Employees
Wage Addendum
Department of Executive Services

Facilities Management Division

Job Title
Permit Technician
Project/Program Manager I
Project/Program Manager II
Project/Program Manager III
Project/Program Manager IV
Real Property Agent I
Real Property Agent II
Real Property Agent III
Real Property Agent IV
Property Agent Supervisor

Union Code(s): 0117P
F3

Addendum A
International Brotherhood of Teamsters Local 117
Professional & Technical Employees
Wage Addendum
Department of Executive Services

cba Code: 150

Finance and Business Operations Division

Job Title
Accountant
Assistant Accountant
Assistant Buyer
Business and Finance Officer I
Business and Finance Officer II
Business and Finance Officer III
Business and Finance Officer IV
Buyer
Educator Consultant II
Human Resource Associate
Lead Senior Buyer
Project/Program Manager I
Project/Program Manager II
Project/Program Manager III
Project/Program Manager IV
Senior Accountant
Senior Buyer

Addendum A
International Brotherhood of Teamsters Local 117
Professional & Technical
Wage Addendum
Department of Executive Services
Human Resources Division

Job Title
Applications Developer-Journey
Applications Developer-Master
Applications Developer-Senior
Claims Officer
Claims Officer II
Communications Specialist I
Communications Specialist II
Communications Specialist III
Database Administrator-Journey
Database Administrator-Master
Database Administrator-Senior
Database Specialist-Journey
Database Specialist-Master
Database Specialist-Senior
Desktop Support Specialist-Journey
Desktop Support Specialist-Senior
Educator Consultant I
Educator Consultant II
Email Administrator-Journey
Email Administrator-Senior
Fire and Life Safety Technician
GIS Specialist-Entry
GIS Specialist-Journey
GIS Specialist-Master
GIS Specialist-Senior
Human Resource Analyst
Human Resource Analyst - Senior

Job Title
Human Resource Associate
IT Project Administrator-Journey
IT Project Administrator-Senior
IT Project Manager I
IT Project Manager II
IT Systems Specialist-Entry
IT Systems Specialist-Journey
IT Systems Specialist-Master
IT Systems Specialist-Senior
IT Technical Writer
IT Trainer
LAN Administrator-Journey
LAN Administrator-Master
LAN Administrator-Senior
Network Architect
Network Engineer-Journey
Occupational Education and Training Program Administrator
Occupational Education and Training Program Administrator-Senior
Safety and Health Administrator IV
Systems Architect
Systems Engineer-Journey
Systems Engineer-Senior
Telecommunications Specialist-Journey
Telecommunications Specialist-Senior
Web Developer-Journey
Web Developer-Master
Web Developer-Senior

Addendum A
International Brotherhood of Teamsters Local 117
Professional & Technical Employees
Wage Addendum
Department of Executive Services

Records and Licensing Services Division
Elections Division

Job Title
Administrator I *
Assistant Archivist
Computer Operator
Computer Operator Specialist
Records Center Technician
Records Management Specialist

* Elections Division

cba Code: 150

Addendum A
International Brotherhood of Teamsters Local 117
Professional & Technical Employees
Wage Addendum
Department of Natural Resources and Parks

Union Code(s): 0117P
F3

Administration

Job Title
Communications Specialist I
Communications Specialist II
Communications Specialist III
Communications Specialist IV
Project/Program Manager I
Project/Program Manager II
Project/Program Manager III
Project/Program Manager IV

cba Code: 150

Union Code(s): 0117P
F3

Addendum A
International Brotherhood of Teamsters Local 117
Professional & Technical Employees
Wage Addendum
Department of Natural Resources and Parks

Parks Division

Job Title
Human Resource Analyst

Addendum A
International Brotherhood of Teamsters Local 117
Professional & Technical Employees
Wage Addendum
Department of Natural Resources and Parks

cba Code: 150

Solid Waste Division

Job Title
Accountant
Administrator I
Administrator II
Assistant Accountant
Business and Finance Officer I
Business and Finance Officer II
Business and Finance Officer III
Business and Finance Officer IV
Human Resource Analyst
Human Resource Associate
Maintenance Planner Scheduler
Project/Program Manager I
Project/Program Manager II
Project/Program Manager III
Project/Program Manager IV
Senior Accountant

cba Code: 150

Union Code(s): 0117P
F3

Addendum A
International Brotherhood of Teamsters Local 117
Professional & Technical Employees
Wage Addendum
Department of Natural Resources and Parks

Wastewater Treatment Division

Job Title
Human Resource Associate
Human Resource Analyst

**Addendum A
International Brotherhood of Teamsters Local 117
Professional & Technical Employees
Wage Addendum**

**Department of Natural Resources and Parks
Water and Land Resources Division**

Job Title
Accountant
Applications Developer-Journey
Applications Developer-Master
Applications Developer-Senior
Business and Finance Officer I
Business and Finance Officer II
Business and Finance Officer III
Communications Specialist I
Communications Specialist II
Communications Specialist III
Communications Specialist IV
Database Administrator-Journey
Database Administrator-Master
Database Administrator-Senior
Database Specialist-Journey
Database Specialist-Master
Database Specialist-Senior
Desktop Support Specialist-Journey
Desktop Support Specialist-Senior
Educator Consultant I
Educator Consultant II
Email Administrator-Journey
Email Administrator-Senior
Environmental Specialist I
GIS Specialist-Entry
GIS Specialist-Journey
GIS Specialist-Master
GIS Specialist-Senior
IT Project Administrator-Journey
IT Project Administrator-Senior

Job Title
IT Project Manager I
IT Project Manager II
IT Systems Specialist-Entry
IT Systems Specialist-Journey
IT Systems Specialist-Master
IT Systems Specialist-Senior
IT Technical Writer
IT Trainer
LAN Administrator-Journey
LAN Administrator-Master
LAN Administrator-Senior
Network Architect
Network Engineer-Journey
Project/Program Manager I
Project/Program Manager II
Project/Program Manager III
Project/Program Manager IV
Systems Architect
Systems Engineer-Journey
Systems Engineer-Senior
Telecommunications Specialist-Journey
Telecommunications Specialist-Senior
Water Quality Planner/Project Manager I
Water Quality Planner/Project Manager II
Water Quality Planner/Project Manager III
Water Quality Planner/Project Manager IV
Web Developer-Journey
Web Developer-Master
Web Developer-Senior

cba Code: 150

Union Code(s): 0117P
F3

Addendum A
International Brotherhood of Teamsters Local 117
Professional & Technical Employees
Wage Addendum
Department of Public Health

Finance & Administrative Services Division

Job Title
Human Resource Associate
Human Resource Analyst

cba Code: 150

Addendum A
International Brotherhood of Teamsters Local 117
Professional & Technical Employees
Wage Addendum
Department of Transportation

Union Code(s): 0117P
F3

Airport (Planning Section)

Job Title
Project/Program Manager I
Project/Program Manager II
Project/Program Manager III
Project/Program Manager IV

cba Code: 150

Union Code(s): 0117P
F3

Addendum A
International Brotherhood of Teamsters Local 117
Professional & Technical Employees
Wage Addendum
Office of Information Resource Management

Information and Telecommunications Services Division

Job Title
Computer Operator
Computer Operator Specialist
Data Coordinator Specialist
Supervising Computer Operator
Supervising Data Coordinator