

**MEMORANDUM OF AGREEMENT**  
**BY AND BETWEEN**  
**KING COUNTY**  
**AND**  
**INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS,**  
**LOCAL 17**  
**REGARDING REIMBURSEMENT FOR REAL TIME EXPENSES**

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16097

**Background**

During the negotiations for the 2007-2009 collective bargaining agreement, King County and the International Federation of Professional & Technical Engineers Local 17 bargained in good faith regarding reimbursement for expenses related to real time reporting.

At this time, a limited number of court reporters provide real time services. Court reporters incur significant personal expense in becoming real time certified, providing real time services, and maintaining their capacity to provide real time services. The purpose of this Agreement is to assist court reporters with the expenses incurred in becoming real time certified, maintaining their capacity, and continuing to provide real time services.

**Agreement:**

The County and the Union agree as follows:

1. The County will reimburse employees for Court-approved expenditures related to real time reporting capabilities up to \$800.00 per year for 2007, 2008, and 2009.
2. The annual reimbursement allotment or any portion thereof may not be carried over into the subsequent year.
3. The parties have agreed to a limited exception for 2007 expenses. Employees may carry over the 2007 reimbursement allotment through March 31, 2008.
4. Upon request, the County will reimburse employees for expenses incurred up to \$800 in acquiring and maintaining real time capabilities including testing and skill development; software and hardware; and continuing education.

5. Examples of reimbursable real time expenses may include but are not limited to:

a. Registration fees for training to prepare for the national or court sponsored real time tests/certifications or to maintain real time certification. The training must have prior endorsement by the National Court Reporters Association.

b. Maintenance and technical support costs for computer hardware and software used to provide real time reporting.

c. Computer hardware, software, peripherals and associated equipment used for providing real time reporting, such as steno machines, notebook computers and monitors, and CART/real time software.

6. Requests for reimbursement for 2007 real time expenditures must be submitted on Superior Court Operations Department forms for reimbursement no later than April 30, 2008.

7. Requests for reimbursement for 2008 real time expenditures must be submitted by December 31, 2008. Requests for reimbursement for 2009 real time expenditures must be submitted by December 31, 2009.

8. Requests for reimbursement are subject to the approval of Court Operations and must include receipts verifying the purchase and price of the reimbursable expense.

9. This agreement shall become effective immediately upon complete execution of the agreement by all parties.

APPROVED this 16 day of APRIL, 2008

By: \_\_\_\_\_

King County Executive

For FPTE Local 17:

  
Whitney Hupf, Union Representative

\_\_\_\_\_ Date