

Memorandum of Agreement
By and Between
King County
And
International Brotherhood of Teamsters Local 117; Transit Section Managers
Department of Transportation

Subject: Implementation terms for collective bargaining agreement for Transit Section Managers

Background:

1. On July 3, 2008, the Public Employment Relations Commission certified the International Brotherhood of Teamsters, Local 117, as the representative of the Transit Section Managers. Shortly thereafter, on July 8, 2008, King County and the Union entered into a "Christie Agreement" for the Transit Section Managers, allowing the parties to negotiate wages retroactively to that date.
2. The parties engaged in negotiations that culminated in an interest arbitration hearing at the end of 2011 and beginning of 2012. Following the close of the interest arbitration hearing but before a ruling from the arbitrator, the parties settled their negotiations.
3. The collective bargaining agreement settlement provides that the positions in the bargaining unit will receive wage range decreases, wage range increases, or will stay the same.
4. Full retroactive pay for the period of July 8, 2008, through December 31, 2011, would be approximately \$176,000. As a term of their settlement, the parties have negotiated a reduced amount of retroactive pay for the bargaining unit, rather than a full amount dating back to the Christie Agreement in July 8, 2008.
5. The parties enter into this Agreement in order to memorialize the particular terms that are necessary to implement this collective bargaining agreement.

Agreement:

1. Implementation of accelerated step increases. Article 13.10 of the collective bargaining agreement establishes that employees shall progress up the King County Squared Table on steps 1-2-4-6-8-10. If, at the start of the collective bargaining agreement term on July 8, 2008, an employee was on a non-negotiated step (3-5-7-9), then the employee will be moved to the closest step on the negotiated table (1-2-4-6-8-10) without experiencing a decrease. Any employee who was already on a negotiated step on July 8, 2008, will not receive a step increase until authorized by the collective bargaining agreement in Article 13.10.
2. Implementation of salary range changes. For employees who are in positions receiving salary range increases or decreases, a "step-to-step" methodology shall be used. For example, if the negotiated range for a position increases from Range 75 to Range 79, an employee who is at Range 75, Step 6 at the start of the collective bargaining agreement will move to Range 79, Step 6 at the start of the collective bargaining agreement.

3. Implementation of reduced retroactive pay. King County shall pay no more than \$100,000 to the bargaining unit in retroactive pay for the period of July 8, 2008, through December 31, 2011. The amount paid to each employee in the bargaining unit is based on a formula that relates to each employee's service time in the bargaining unit. King County shall pay to each employee the negotiated retro amount below:

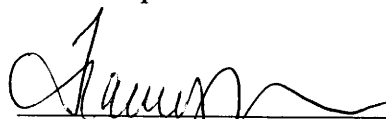
Employee	Negotiated Retro to be Paid by King County
Jim O'Rourke	\$10,769
Michael Avery	\$10,769
Randy Winders	\$5,385
Darwin Campbell	\$10,769
George Woodworth	\$10,769
Victor Obeso	\$10,769
Randy Witt	\$9,231
Jerry Rutledge	\$10,769
John Alley	\$3,333
Vicki LaRitz	\$10,513
Jim Boon	\$5,897
Judy Riley	\$1,026
TOTAL	\$99,999

4. Upon implementation of payments by the County to the Western Conference of Teamsters Pension Trust Fund, retro payments shall be applied by the County to back Pension payments owed in connection with the implementation of Article 14 of the collective bargaining agreement.

APPROVED this 12TH day of SEPTEMBER 2012.

By: 
King County Executive

For International Brotherhood of Teamsters
Local 117: Transit Section Managers - Department
of Transportation:


Tracey A. Thompson
Secretary-Treasurer