

**METROPOLITAN KING COUNTY COUNCIL
LABOR, OPERATIONS AND TECHNOLOGY COMMITTEE**

STAFF REPORT

AGENDA ITEM: 5

DATE: March 22, 2005

PROPOSED NO: 2005-0101

PREPARED BY: Mike Alvine

SUBJECT: AN ORDINANCE approving and adopting the collective bargaining agreement negotiated by and between King County and International Brotherhood of Teamsters Local 117 (Prosecuting Attorney's Office) representing employees in the prosecuting attorney's office; and establishing the effective date of said agreement.

SUMMARY: The ordinance would approve a new Collective Bargaining Agreement (CBA) with the Teamsters, Local 117 covering approximately 206 employees working in the King County Prosecuting Attorney's Office (PAO). The agreement covers wages only. The non-wage-related working conditions are bargained separately by the Prosecutor.

Time Period Covered – The CBA runs from January 1, 2005 through December 31, 2007.

Work Performed – As stated in the transmittal letter: “The employees in this bargaining unit provide all forms of administrative support functions for the attorneys and the legal services of the King County Prosecuting Attorney's Office. Specifically, the bargaining unit is comprised of Legal Administrative Specialists, Paralegals, Legal Secretaries, Child Interviewers, and Victim Advocates. These employees perform a wide variety of duties, including discovery, extensive and critical scheduling functions, witness interviews, case management and coordination, victim advocacy, etc. Thus, this bargaining unit plays an indispensable role in the civil and criminal prosecutorial services provided by the PAO.”

Labor Policies – The CBA appears to fall within adopted labor policies and classification and compensation project guidelines.

Interest Arbitration – The unit is not eligible for interest arbitration.

Cost of Living Adjustments – The CBA calls for the standard Cost of Living Adjustment (COLA) of 90 percent of the CPI-W, September to September. There is a floor of a two percent COLA increase and a ceiling of six percent.

Bi-weekly Payroll Provision – The agreement allows the County to implement bi-weekly payroll.

Movement to the Squared Wage Table – The parties agree in this new CBA that employees will be moved to the Squared Table that is the standard for most County employees. Previously these employees were on a salary table unique to the Prosecutor's office. This is an administrative efficiency relative to payroll.

Overtime – Overtime-eligible employees working a five-day week are paid time and one-half for all hours worked in excess of 7 hours in one day or 35 hours in one week.

Range Increase – The classification of Legal Administrative Assistant II will receive a one range increase to range 38. The parties agreed that this was necessary to keep pace with market comparable salaries consistent with Motion 10262.

Shift Differential Pay – Employees who have not less than four hours of their regular shift scheduled between 4:30 p.m. and 7:30 a.m. shall receive a \$0.55 per hour premium.

Fiscal Note – The cost to implement the CBA for 2005 is just over \$324,000. This is higher than the costs in the next two years due to moving employees into the Squared Table. Costs for 2006 and 2007 are estimated at about \$210,000 and \$216,000. The Current Expense fund pays for this bargaining unit.

INVITED:

Alex Golan, Labor Negotiator, Labor Relations, DES

Denise Chanez, Business Representative, Teamsters, Local 117

Dan Satterberg, Chief of Staff, Prosecuting Attorney's Office, King County

Heidi Parkington, Director of Personnel, Prosecuting Attorney's Office, King County

Nancy Buonanno Grennan, Manager, Labor Relations, DES

ATTACHMENTS:

1. Proposed Ordinance 2005-0101
2. Fiscal Note
3. Transmittal letter dated February 28, 2005