

**Memorandum of Agreement
By and Between
King County
and
PROTEC 17
Section Managers in the Department of Parks & Natural Resources, Local Services, and
Executive Services [066]**

**Re: Establishment of new wage for Engineering Services Manager (DNRP), PS #107101,
Job Class #1072100**

Background:

1. The parties have had discussions about the realignment in the Solid Waste Division (SWD) of DNRP and the use of the Engineering Services Manager (DNRP) classification as both a unit manager over either SWD engineering functions or as a section manager over SWD environmental science and compliance functions. Previously these functions were combined in the same section under one Engineering Services Manager.
2. This Agreement is intended to increase the negotiated pay rate for the Engineering Services Manager (DNRP) in contemplation of managing an engineering unit and/or an environmental science and compliance section. That position is currently paid at Range 77 on the King County Square Table.

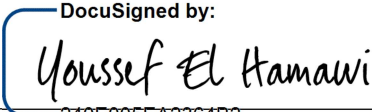
Agreements:

1. The negotiated wage rate for Engineering Services Manager (DNRP) is increased to Range 78 on the King County Square Table. This change will go into effect at the start of a pay period as soon as practicable following the effective date of this Agreement.
2. Theresa Thurlow, the employee currently holding this position, will be moved on a step-to-step basis to the new salary range (Range 78, Step 10). Retroactive pay will not be issued.
3. The parties amend the wage addendum to the Appendix as follows.

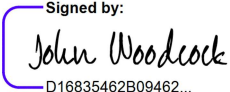
Job Class Code	PeopleSoft Job Code	Classification Title	Department	Wage Range
1072100	107101	Engineering Services Manager	DNRP	<u>78</u>

4. Any disputes regarding the interpretation or application of this Agreement shall be resolved by the parties using the grievance procedures of the applicable collective bargaining agreement.
5. Terms and conditions of the agreement shall be effective on the first day of the first full pay period following the effective date of the ordinance, which is ten days following the King County executive's ordinance approval signature. Electronic signatures will have the same force and effect as does an original signature on this document. This Agreement may be signed in counterparts, which together shall constitute the entire agreement.

For Protec 17:

DocuSigned by:  240E005EA2364B2... Youssef El Hamawi Union Representative	6/23/2026 Date
--	------------------------------------

For King County:

Signed by:  D16835462B09462... John Woodcock Labor Relations Negotiator Office of the Executive King County Executive Office	6/29/2026 Date
---	------------------------------------