

**Memorandum of Agreement
By and Between
King County
and
Technical Employees Association
Wastewater Treatment Division Staff -- Department of Natural Resources and Parks [459]**

Subject: Construction Management Wage Reopener - Wage adjustments

Background:

1. As part of the 2021-2024 Coalition Labor Agreement and “small table” negotiations, King County and the Technical Employees Association agreed to embark on a joint wage study for the Wastewater Treatment Division Staff bargaining unit and to adjust the wage rates for the Construction Management job series by mutual agreement.
2. This agreement to study and adjust wages by mutual agreement was memorialized in a memorandum of agreement that was attached to the parties’ Collective Bargaining Appendix. The agreement established that wage changes shall be retroactive to January 1, 2023.
3. The parties engaged in a joint salary study, followed by negotiations over wages.
4. As part of the process, the parties discussed the ongoing viability of the Construction Management VI position and have jointly agreed to remove it from the bargaining unit, leaving the Construction Management V position as the highest level in the job series.
5. The parties also discussed the desirability of changing the pay status of the Construction Management V position from exempt salaried to hourly. The Department of Human Resources has evaluated that request and has determined that the Construction Management V position will be paid on an hourly basis, prospectively and in connection with the implementation of this Agreement.
6. The parties have concluded negotiations. Their agreement follows:

Agreement:

1. Retroactive to January 1, 2023, the Construction Management I-V wage ranges in Addendum A of the parties’ Collective Bargaining Appendix shall be adjusted as appears in Exhibit A to this Memorandum of Agreement.
2. Employees will be placed on the new wage rates on a step-to-step basis.
3. The previous Construction Management V and Construction Management VI positions are combined into a new Construction Management V classification. The Construction Management VI position is removed from the bargaining unit.
4. This represents a full and final agreement of the parties on wages through the January 1, 2021 – December 31, 2024, Coalition Labor Agreement—Appendix 459 terms.

5. The Joint Wage Study Memorandum of Agreement in the parties' Collective Bargaining Appendix 459 is fully discharged upon implementation of this agreement.

For Technical Employees Association:

DocuSigned by:
Alton Gaskill
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3/4/2024

Alton Gaskill
President

Date

For King County:

DocuSigned by:
David S. Levin
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3/4/2024

David S. Levin
Senior Labor Negotiator
Office of Labor Relations
King County Executive Office

Date

cba Code: 459

APPENDIX A

Union Code: W4

Technical Employees' Association

Wastewater Treatment Division, Department of Natural Resources Parks, Supervisors
and Staff

Staff

2023 (+4.0%)

Job Class Code	PeopleSoft Job Code	Classification Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
7117100	715102	Wastewater Construction Management I	*	\$36.3524	\$38.1156	\$39.0304	\$39.9672	\$40.9263	\$41.9087	\$42.9142	\$43.9442	\$44.9986	\$46.0789
7117200	715202	Wastewater Construction Management II	61**	\$44.3383	\$46.4887	\$47.6044	\$48.7469	\$49.9168	\$51.1148	\$52.3416	\$53.5978	\$54.8841	\$56.2013
7117300	715302	Wastewater Construction Management III	66**	\$49.9205	\$52.3416	\$53.5978	\$54.8841	\$56.2013	\$57.5501	\$58.9313	\$60.3457	\$61.7940	\$63.2771
7117400	715402	Wastewater Construction Management IV	70**	\$54.8881	\$57.5502	\$58.9314	\$60.3458	\$61.7941	\$63.2772	\$64.7959	\$66.3510	\$67.9434	\$69.5740
7117500	715502	Wastewater Construction Management V	73**	\$58.9356	\$61.7940	\$63.2771	\$64.7958	\$66.3509	\$67.9433	\$69.5739	\$71.2437	\$72.9535	\$74.7044

* Uniquely negotiated wage range

** Refer to King County Square Table Range

cba Code: 459

APPENDIX A

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Staff

2024 (+4.0%)

Job Class Code	PeopleSoft Job Code	Classification Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
7117100	715102	Wastewater Construction Management I	*	\$37.8065	\$39.6402	\$40.5916	\$41.5659	\$42.5634	\$43.5850	\$44.6308	\$45.7020	\$46.7985	\$47.9221
7117200	715202	Wastewater Construction Management II	61**	\$46.1125	\$48.3490	\$49.5094	\$50.6976	\$51.9143	\$53.1602	\$54.4360	\$55.7425	\$57.0803	\$58.4502
7117300	715302	Wastewater Construction Management III	66**	\$51.9181	\$54.4361	\$55.7426	\$57.0804	\$58.4503	\$59.8531	\$61.2896	\$62.7606	\$64.2669	\$65.8093
7117400	715402	Wastewater Construction Management IV	70**	\$57.0845	\$59.8531	\$61.2896	\$62.7606	\$64.2669	\$65.8093	\$67.3887	\$69.0060	\$70.6621	\$72.3580
7117500	715502	Wastewater Construction Management V	73**	\$61.2940	\$64.2668	\$65.8092	\$67.3886	\$69.0059	\$70.6620	\$72.3579	\$74.0945	\$75.8728	\$77.6937

* Uniquely negotiated wage range

** Refer to King County Square Table Range