

Coalition Labor Agreement (CLA) - Appendix 155 (Wage Related)
Agreement Between King County
And
Teamsters Local 117
Prosecuting Attorney's Office

ARTICLE 1:	PURPOSE.....	1
ARTICLE 2:	UNION RECOGNITION AND MEMBERSHIP AND D.R.I.V.E	1
ARTICLE 3:	RIGHTS OF MANAGEMENT.....	2
ARTICLE 4:	HOLIDAY ELIGIBILITY	2
ARTICLE 5:	VACATION LEAVE	4
ARTICLE 6:	SICK LEAVE.....	5
ARTICLE 7:	LEAVES OF ABSENCE	5
ARTICLE 8:	WAGE RATES	5
ARTICLE 9:	CONTRACTUAL OVERTIME.....	7
ARTICLE 10:	INSURED BENEFITS, HRA AND VEBA	8
ARTICLE 11:	MISCELLANEOUS.....	8
ARTICLE 12:	GRIEVANCE PROCEDURE	8
ARTICLE 13:	EQUAL EMPLOYMENT OPPORTUNITY.....	8
ARTICLE 14:	SAVINGS CLAUSE	8
ARTICLE 15:	WAIVER CLAUSE.....	8
ARTICLE 16:	WORKING OUT OF CLASSIFICATION	8
ARTICLE 17:	INTRACOUNTY TRANSFER.....	8
ARTICLE 18:	PARKING	9
ADDENDUM A:	SALARY SCHEDULE	10
ADDENDUM B:	IT SALARY SCHEDULE	10

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These articles constitute an Agreement, terms of which have been negotiated in good faith, between King County (the County) and Teamsters Local 117 (the Union) representing employees in the Prosecuting Attorney's Office (PAO). This Agreement was entered into for the purpose of setting forth the mutual understandings of the parties regarding wages and related matters that are within the legal jurisdiction of the County.

ARTICLE 1: PURPOSE

The intent and purpose of this Agreement is to promote the continued improvement of the relationship between the County and the employees by providing a uniform basis for implementing the right of public employees to join organizations of their own choosing, and to be represented by such organizations in matters concerning their wages and directly wage-related employment matters. Non-wage-related matters are covered in a separate but parallel Agreement between the King County Prosecutor (the Prosecuting Attorney) and the Union. It is expressly understood by the parties that both Agreements are to be construed together.

ARTICLE 2: UNION RECOGNITION MEMBERSHIP AND D.R.I.V.E

Section 1. Recognition and Union Security. The County recognizes the Union as the exclusive bargaining representative for wage and wage related matters (e.g., insured benefits and paid leaves) of those regular, probationary and term-limited temporary employees, as defined in King County Code (KCC) 3.12.010, whose job classifications are listed in wage Addendum A and B (as more particularly described therein), and made a part hereof by this reference. It is understood and agreed that the terms and/or conditions of this Agreement shall not be applicable to short-term temporary employees, work study students and administrative student interns.

Section 2. Voluntary Payroll Deduction for Political Contributions - Democratic, Republican, Independent Voter Education (D.R.I.V.E.). The County agrees to deduct from the paycheck of all employees covered by this Agreement voluntary contributions to D.R.I.V.E.

D.R.I.V.E. shall notify the County of the amounts designated by each contributing employee that are

1 to be deducted from their paycheck on a weekly basis for all weeks worked. The phrase "weeks
2 worked" excludes any week other than a week in which the employee earned a wage. The County
3 shall transmit to D.R.I.V.E. National Headquarters on a monthly basis, in one check the total amount
4 deducted along with the name of each employee on whose behalf a deduction is made, the
5 employee's social security number and the amount deducted from the employee's paycheck. The
6 Teamsters shall reimburse the County annually for the County's actual cost for the expenses incurred
7 in administering the weekly payroll deduction plan.

8 **ARTICLE 3: RIGHTS OF MANAGEMENT**

9 The management of the PAO and the direction of the work force is vested exclusively with
10 the Prosecuting Attorney subject to the terms of this Agreement. All matters not specifically and
11 expressly covered or treated by the language of this Agreement may be administered for its duration
12 by the Prosecuting Attorney in accordance with such policy or procedures as the Prosecuting
13 Attorney from time to time may determine; provided, that the Prosecuting Attorney will fulfill any
14 statutory obligation to bargain.

15 **ARTICLE 4: HOLIDAY ELIGIBILITY**

16 ***Section 1. Designated Holidays.*** Benefit eligible employees shall be granted the following
17 holidays with pay as provided in the CLA, Article 10, except as modified below:

18 ***Section 2. Prorated and Alternate Work Schedule Holiday Accrual.*** Holiday benefits for
19 full-time and, part-time employees will be established based upon the ratio of hours to the
20 employee's regularly scheduled work day (not including overtime). For example: If a part-time
21 employee normally works four (4) hours per day in a unit that normally works eight (8) hours per
22 day, then the part-time employee would be granted four-eighths of the holiday benefit allowed a full-
23 time staff member.

24 Whenever a holiday occurs during a comprehensive leave eligible employee's regularly
25 scheduled workday, and they receive the day off, the employee will receive compensation that
26 reflects their regularly scheduled workday for that holiday, including if the employee is on an
27 alternative work schedule (e.g., see also CLA 10.3 for holiday benefits for employees on regular 4/10
28 schedule or 9/80 schedule for example). Alternatively, FLSA non-exempt employees on flex or

alternative work schedules shall be allowed to adjust their schedules during a holiday week so as to be eligible for the holiday pay.

Section 3. Work on Holidays. Work may only be performed on a holiday with the PAO's approval or at the PAO's direction. Work performed on holidays shall be paid at the contractual overtime rate, as defined below in Article 9, in addition to the regular holiday pay.

Section 4. Indigenous Peoples' Day work for employees in FLSA Exempt positions.
Employees in comprehensive leave eligible positions that are FLSA exempt and who are required to work on Indigenous Peoples' Day will receive their normal pay for hours worked on the holiday, and a maximum of (8) compensatory time hours (as defined by the Working Conditions CBA) added to their accrual on the paycheck that includes the second Monday in October for a (40) hour workweek employee. Part-time employees will receive pro-rated hours (e.g., an employee with a 20-hour a week work schedule, who normally works 4 hours a day, will receive 4 hours of compensatory time). See also CLA Article 10 for other applicable terms for employees on alternative work schedules.

ARTICLE 5: VACATION LEAVE

Section 1. Vacation. Comprehensive leave eligible employees shall receive vacation benefits as provided in the CLA, Article 9 and 32, except as indicated below:

Section 2. Vacation accrual rate table for comprehensive leave eligible employees¹:

Beginning with Year	Ending with Year	Months of Service	Vacation Accrual Rate	Approx. Days Accrued Per Year
0	1	000 – 023	0.053892	14
2	2	024 – 035	0.057692	15
3	5	036 – 071	0.0615	16
6	7	072 – 095	0.0654	17
8	9	096 – 119	0.0693	18
10	11	120 – 143	0.0769	20
12	16	144 – 203	0.0808	21
17	17	204 – 215	0.0847	22
18	18	216 – 227	0.0885	23
19	19	228 – 239	0.0924	24
20	20	240 – 251	0.0962	25
21	21	252 – 263	0.1001	26
22	22	264 – 275	0.1039	27
23	23	276 – 287	0.1077	28
24	24	288 – 299	0.1116	29
25		300 +	0.1154	30

Section 3. Prorated Accrual for Part-Time Employees. Vacation accrual, including maximum vacation accrual, for part-time employees will be prorated based on the employee's regularly scheduled work day, (not including overtime). For example: If a part-time employee normally works four (4) hours per day in a unit that normally works eight (8) hours per day, then the part-time regular employee would be granted four-eighths of the vacation benefit allowed a full-time staff member with an equivalent number of years of service.

Section 4. Vacation Carryover and Forfeiture. Employees hired on or before December 31, 2017, may carry over a maximum of 480 hours for full-time employees, and employees hired on or after January 1, 2018, may carry over a maximum of 320 hours for full-time employee from one

¹ Change in vacation accrual table will occur prospectively on a pay period as determined by the County after the Ordinance Effective date and upon necessary payroll system updates. No retroactive vacation accrual will be provided as part of implementing the new vacation accrual table.

1 calendar year to the next. Part-time employees maximum vacation leave carry over shall be prorated
2 to reflect his or her normally scheduled work day. Employees must use vacation leave in excess of
3 the maximum accrual amount on or before the last day of the pay period that includes December 31
4 of each year.

5 ***Section 5. Vacation Cash out.*** Part-time employees will be paid for unused vacation credits
6 prorated to reflect their normally scheduled work day.

7 **ARTICLE 6: SICK LEAVE**

8 ***Section 1. Accrual.*** Benefit eligible employees shall accrue sick leave benefits as provided
9 in the CLA, Article 31, except as modified below.

10 ***Section 2. Sick Leave Administration.*** PAO management is responsible for the proper
11 administration of the sick leave benefit.

12 **ARTICLE 7: LEAVES OF ABSENCE**

13 ***Section 1. Paid and Unpaid Leaves.*** See Coalition Labor Agreement Articles. For example,
14 for illustrative purposes a few leave provisions are identified here.

15 ***Section 2. Bereavement Leave.*** As provided in the CLA, Article 8.

16 ***Section 3. Shared Leave.*** See PAO's working conditions contract.

17 ***Section 4. Jury Duty.*** As provided in the CLA, Article 5.

18 ***Section 5. Military Leave.*** As provided in the CLA, Article 2.

19 ***Section 6. Organ Donor Leave.*** See CLA, Article 36

20 ***Section 7. Subpoena Leave.*** A subpoenaed employee will receive paid administrative leave
21 to appear as a witness in a court or administrative hearing that is work-related, provided that the
22 litigation does not involve a claim by the employee against the County.

23 ***Section 8. FMLA/KCFML.*** As provided in the CLA, Article 11.

24 **ARTICLE 8: WAGE RATES**

25 ***Section 1. Wage Classifications and Ranges.*** Wage rates shall be in accordance with the job
26 classifications and wage ranges in Addenda A and B. The ranges in Addenda A and B are on the
27 King County Squared Table.

28 ***Section 2. Shift Differential.*** Shift differentials for employees in the listed classifications

1 shall be as follows:

2 Employees in such classifications who have not less than four (4) hours of their regular work
3 shift falling between the hours of 4:30 p.m. and 7:30 a.m., shall receive compensation in addition to
4 their base rate of pay for all scheduled hours worked during such shift at the rate of fifty five cents
5 (55¢) per hour; provided, that said additional compensation shall not apply to periods of paid absence
6 such as holidays, vacation or sick leave, and overtime pay.

7 **Section 3. Bilingual Premium.** As provided in CLA Article 40.

8 **Section 4. Training Premium.** An employee assigned in writing by management to be a
9 primary trainer for a new employee(s) in the bargaining unit or a bargaining unit employee new to a
10 PAO Division will receive a 5% premium above their base rate of pay subject to the terms of this
11 provision. The training premium shall only apply if the assignment has been made in advance by
12 management in writing (e.g., email) stating the duration of the training assignment and the scope of
13 responsibility. Training assignments will be made in four-hour increments or full day work
14 increments.

15 Training pay will not be offered for general orientation of new employees, mentoring, or
16 when an individual is not being asked to perform primary trainer responsibilities. The training
17 premium shall also not apply to employees whose primary job duty is training (e.g., LAP III Records
18 "Lead" / Trainer) or if the employee is already in a working out of class or special duty assignment
19 with a job responsibility to perform training.

20 Management may create, modify, or rescind a training assignment at any time with notice to
21 the employee.

22 **Section 5. Western Conference of Teamsters Pension Trust.** The Employer agrees to
23 continue to pay into the Western Conference of Teamsters Pension Trust (WCTPT) twenty-five cents
24 (25¢) per compensated hour on behalf of each bargaining unit member who completes or has
25 completed two (2) or more years of service in the PAO. The PAO will continue to deduct twenty five
26 cents (\$0.25) per hour from the wages of each eligible employee and pay that money into the
27 WCTPT for the employee's first two years of qualifying employment with the PAO. If state or
28 federal law requires the PAO to deduct from or make payments with respect to the contributions

required hereunder, such contributions shall be reduced accordingly. To this end, the parties agree to execute such documents effectuating this undertaking as may be necessary to give force and effect to the PAO's agreement herein.

ARTICLE 9: CONTRACTUAL OVERTIME

Section 1. Overtime Eligibility. Contractual daily overtime shall be paid to 40-hour per week employees who work more than their regularly scheduled workday at the Contractual Overtime Rate in effect at the time the overtime work is performed. Employees who work less than 40-hours per week shall be paid contractual daily overtime for all hours worked beyond the standard number of daily hours for the office, which is an 8-hour workday, or work group if applicable (e.g., if an employee's work group is predominately on a 4/10 schedule, the daily overtime threshold shall be the same as their work group at 10 hours). The daily overtime threshold for each employee working less than a 40-hour workweek shall be determined at the time their work schedule is approved or modified.

Contractual weekly overtime shall be paid to employees for all hours worked in excess of forty (40) hours per FLSA workweek at the Contractual Overtime Rate in effect at the time the overtime work is performed.

All hours compensated shall be considered hours worked.

The Contractual Overtime Rate for each overtime hour worked shall be one and one-half times the combined amount of the employee's hourly base rate of pay, as specified in the Addendum A and B wage tables, plus any applicable hourly pay premiums in effect at the time the overtime is worked that are contractually required to be included when calculating the Contractual Overtime Rate. If the Fair Labor Standards Act (FLSA) requires a higher rate of pay for any overtime hours worked, the employee shall be paid the higher rate of pay pursuant to the FLSA.

Overtime work may only be performed with the PAO's approval or at the PAO's direction.

Section 2. Statutory Minimum. If any provision of this article conflicts with minimum standards established by RCW 49.46 as amended, then that provision shall be automatically amended to provide the minimum standards.

ARTICLE 10: INSURED BENEFITS, HRA AND VEBA

As provided in the CLA, Article 25.

ARTICLE 11: MISCELLANEOUS

Section 1. Reimbursement for Personal Transportation. As provided in the CLA, Article 24.

Section 2. Transportation Benefits. As provided in the CLA, Article 34.

ARTICLE 12: GRIEVANCE PROCEDURE

As provided in the CLA, Article 26.

ARTICLE 13: EQUAL EMPLOYMENT OPPORTUNITY

As provided in the working condition contract, Article 12.

ARTICLE 14: SAVINGS CLAUSE

As provided in the CLA, Article 30.

ARTICLE 15: WAIVER CLAUSE

The parties acknowledge that each has had the unlimited right within the law and the opportunity to make demands and proposals with respect to any wage or directly wage related matter deemed a proper subject for collective bargaining. The results of the exercise of that right and opportunity are set forth in this Agreement. Therefore, the County and the Union, for the duration of this Agreement, each agree to waive the right to oblige the other party to bargain with respect to any subject or matter not specifically referred to or covered by this Agreement.

ARTICLE 16: WORKING OUT OF CLASSIFICATION

As provided under the CLA, Article 33 and PAO Working Conditions Article 15.

ARTICLE 17: INTRACOUNTY TRANSFER

An employee of the County who transfers to the PAO subsequent to commencement of work with the County shall, for purposes of computing employee benefits set forth in KCC 3.12 (i.e., holidays, vacations, sick leave, family care or death, leave of absence without pay, training, time off for examinations, military leave of absence, retirement and unemployment compensation), be entitled to benefits in accordance with their starting date of employment with the County and not for the time they began in the PAO. (For parallel provision, see Prosecuting Attorney Agreement,

Article 17.)

ARTICLE 18: PARKING

Parking shall be in accordance with the CLA Article 45.

For Teamsters Local 117:

Signed by:

Paul Dascher

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Paul Dascher

Secretary-Treasurer

For King County:

DocuSigned by:

Andre Chevalier

7231D66CAA4F4EF...

Andre Chevalier

Labor Manager

Office of Labor Relations, Executive Office

cba Code: 155**Union Code: F4****SALARY SCHEDULES****Regular schedule 40-hours per week Addendum A:**

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range*
6300100	636101	Legal Administrative Professional I	38
6300200	636201	Legal Administrative Professional II	44
6300300	636301	Legal Administrative Professional III	46
4203400	423401	Legal Administrative Professional III - Records Trainer	49
4204100	424101	Legal Secretary	44
6216200	623501	MDOP Victim Advocate	50
6214100	623102	Paralegal I	49
6214200	623601	Paralegal II	51
0007275	007275	Project/Program Manager II – PAO	58
6216100	623302	Victim Advocate	50
4410100	422401	Word Processing Operator	42
* For rates, please refer to the King County Squared Salary Table			

Regular schedule 40 hours per week Addendum B:

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range*
0007307	007307	Application Developer – PAO	60
0007304	007304	Application Developer Sr. – PAO	65
0007286	007286	Technology Services Analyst – PAO	56
007287	007287	Technology Services Analyst Senior – PAO	61
* For rates, please refer to the King County Squared Salary Table			

NOTE: Reclassifications associated with the newly added IT classifications (Technology Services Analyst and Technology Services Analyst Senior) in Addendum B shall be effective January 1, 2026, for retroactive pay purposes.

Salary Step Key:

Entry	= Step 1
Upon completion of probation if hired into Step 1	= Step 2
First Anniversary ¹	= Step 3
Second Anniversary	= Step 4
Third Anniversary	= Step 5
Fourth Anniversary	= Step 6
Fifth Anniversary	= Step 7
Sixth Anniversary	= Step 8
Seventh Anniversary	= Step 9
Eighth Anniversary	= Step 10

Wage Step Provisions:

New Employees: New employees shall be hired at Step 1 of their respective pay range or at a higher step at management's discretion. Experience shall be considered in determining proper step placement. Employees hired into a position at Step 1 shall advance to Step 2 upon successful completion of the probationary period. Employees shall automatically advance to the next salary step on their anniversary date. For employees hired into Step 1 of their current position, the anniversary date shall be the date upon which the employee successfully completed the probationary period.

Salary on Promotion: An employee who is promoted will be placed either in the first step of the new salary range or at a step which is the equivalent of two (2) steps (approximately five percent (5%)) more than the employee's former step, whichever is greater, but not to exceed the top step of the new range.

Salary on Position Reclassification: As provided in the CLA, Article 14.2 and 14.4.

¹ For purposes of step advancement on the salary range, the anniversary date for an employee hired into their current position at Step 1 shall be the date upon which the employee successfully completed the probationary period.