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Agreement Between King County		
And		
Washington State Council of County and City Employees, Council 2, Local 21DC		
District Court - Wages		
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**Coalition Labor Agreement (MLA) - Appendix for 090
Agreement Between King County**

**And
Washington State Council of County and City Employees, Council 2, Local 21DC
District Court - Wages**

PREAMBLE

These Articles Constitute an Agreement, the terms of which have been negotiated in good faith, between King County and the Washington State Council of County and City Employees, AFSCME, AFL-CIO, Local 21DC. This agreement shall be subject to approval by Ordinance of the King County Council and was entered into for the purpose of setting forth the mutual understandings of the parties regarding wages and directly wage related benefits as allowed by law. If the parties discover a clerical oversight or a misunderstanding arises due to the Coalition Labor Agreement (CLA), the parties agree to first meet and discuss the issue prior to filing any grievances or complaints.

ARTICLE 1: PURPOSE

The intent and purpose of this Agreement is to set forth the mutual agreement of the parties regarding wages and benefits relating directly to wages.

ARTICLE 2: APPLICATION OF COALITION LABOR AGREEMENT (CLA)

The CLA wage and wage related provisions shall apply to this bargaining unit as follows:

Section 2.1. The Preamble in its entirety.

Section 2.2. All CLA superseding articles that are wage or wage related, or sections of superseding articles that are wage or wage related, unless otherwise stated in the CLA or this Appendix.

Section 2.3. All CLA non-superseding wage and wage related articles and sections, or sections of non-superseding wage and wage related articles are adopted by the parties. Any non-superseding article or section listed below is understood to have no application to the bargaining unit.

ARTICLE 3: UNION RECOGNITION

Section 3.1. King County recognizes the Washington State Council of County and City Employees, AFSCME, AFL-CIO, Local 21DC, as the exclusive bargaining representative of all regular full-time and regular part-time employees of the King County District Court whose job classifications are listed in PERC case numbers 7837-E-89-1329 and 8063-E-89-1366 (see Article 4 and Addendum A) in matters relating to wages and benefits directly related to wages.

ARTICLE 4: RIGHTS OF MANAGEMENT

Section 4.1. The management of the King County District Court and the direction of the work force is vested by both the Washington State Constitution and State law exclusively in the King County District Court.

Section 4.2. All matters, other than wages and benefits directly related to wages, or otherwise not specifically and expressly covered or referenced by the language of this Agreement, shall be administered for its duration by the King County District Court.

ARTICLE 5: WAGE RATES

Section 5.1. The wage rates for the classifications listed below shall be as listed in Addendum A listed in the back of this Appendix. These wage rates are subject to applicable annual general wage increase terms in the Coalition Labor Agreement.

Section 5.2. Step Progression and Placement.

A. Regular full-time employees that complete probation shall receive a one-step increase after one year of employment (e.g., an employee that completes probation after six months will receive a step increase after one year of employment). Thereafter, employees that have successfully passed probation will receive annual step increases January 1. (

B. Step placement for newly hired employees beyond the minimum of Step 1 shall be in accordance with the qualifications or experience criteria described in “Article 10, Section 11. Entrance Salary” of the Collective Bargaining Agreement between King County District Court and Washington State Council of County and City Employees, Local 21DC District Court Employees. If changes to the step placement are desired by either party in the above-named Collective Bargaining

Agreement, the Office of Labor Relations will engage in the discussion and will retain the authority and responsibility to bargain the decision regarding any effects to wages.

C. An employee shall start at Step 1 for the classification unless the employee possesses qualifications or experience above the minimum for the position. If a newly hired employee possesses one or more of the listed qualifications which the Court decides justifies starting higher than Step 1, the employee shall receive a salary above Step 1. Despite the qualifications and/or experience of the newly hired employee, however, the employee shall not be placed above Step 6 for a starting salary. However, employees returning to District Court employment within a two-year period shall be placed at the same salary step as when they left, provided they return to the same job classification.

D. Employees who receive an advanced educational degree (e.g., A.A., B.A.) beyond their high school diploma or GED while employed within the bargaining unit shall receive extra step progression above the annual 1 step increase stated above on January 1 following their receipt of the degree from an accredited institution or a vocational institution related to their work at the Court. Employees shall receive one (1) extra step if the employee obtains an educational degree from a vocational specialty program related to their work at the Court or a 2-year degree from an accredited college. Employees shall receive two (2) extra steps if the employee obtains an educational degree from a (4) year institution. Under no circumstances may employees be paid above step 10 of their salary range under this provision.

Section 5.3. Overtime.

A. FLSA Workweek. The workweek for purposes of determining overtime eligibility is defined as Saturday through Friday.

B. Contractual Weekly Overtime. Employees in positions classified as FLSA non-exempt are eligible for Contractual Weekly Overtime, which shall be paid to employees for all hours worked in excess of (40) hours per FLSA workweek at the Contractual Overtime Rate in effect at the time the overtime work is performed. The (40) hour threshold for determining overtime eligibility is based on the accumulation of paid compensated hours during the FLSA workweek.

C. Contractual Daily Overtime. Employees classified as FLSA non-exempt are eligible for Contractual Daily Overtime for hours worked in excess of their regularly scheduled hours of at least (8) compensated hours that occur in the same workday. Contractual Daily Overtime will be paid at the Contractual Overtime Rate in effect at the time the overtime work is performed.

D. Contractual Overtime Calculation. 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 wage table, 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.

Section 5.4. Out of Class Pay. CLA Provisions in Article 37 regarding Working Out of Class shall not apply to this bargaining unit. Refer to Working Conditions CBA Article 10 Section 9. An employee who is temporarily assigned to function in a higher classification for one (1) working day or more shall be paid five percent (5%) above the employee's hourly base rate of pay. An employee who is temporarily assigned to function in a higher classification for two (2) consecutive days or more shall be paid according to the classification of which they are working. If the employee performs overtime work in the higher classification, the overtime calculation shall be calculated on the out-of-class rate.

Section 5.5. Court Closures. Employees designated and directed to work in the event of emergency court closures, pursuant to Article 22 of the working conditions agreement between the District Court and the Union, shall be paid one and one-half times their base hourly rate, or accrue compensatory time at time and one-half, for all hours worked during such closures, with a minimum of five (5) hours.

Section 5.6. Compensatory Time. Subject to supervisor approval, full-time employees may accrue up to a maximum of (80) hours of compensatory time. Part-time employees may accrue compensatory time up to a maximum of (40) hours.

A. Compensatory time must be used during the calendar year in which it is accrued unless this is not feasible due to work demands. The employee may then request, and the department director may approve, the carryover of a maximum of 40 hours of accrued compensatory time.

B. Employees will be paid in the pay period that includes December 31 for all accrued compensatory time not carried over into the following year.

C. Compensatory hours that have been carried over must be used within the first quarter of the new calendar year or will be cashed out in the pay period that includes March 31.

ARTICLE 6: MEDICAL, DENTAL AND LIFE INSURANCE PROGRAMS

Section 6.1. Group medical, dental, and life insurance programs will be maintained in accordance with Article 25 of the King County Coalition of Unions CLA. The Union and the County agree to incorporate changes to employee insurance benefits which the County may implement as a result of any agreement of the Joint Labor Management Insurance Committee.

ARTICLE 7: HOLIDAYS

Section 7.1. FLSA Non-Exempt Employees required to work on Indigenous Peoples' Day (IPD). IPD is a recognized King County holiday, but the Court may be required to remain open because the Court calendar is determined by the Washington Supreme Court. FLSA – non-exempt employees in comprehensive leave eligible positions who are required to work on IPD will receive their normal pay for hours worked, and a deferred holiday converted to (8) vacation hours added to their vacation bank on the paycheck that includes the second Monday in October. See also CLA Sections 10.2-10.5 for applicable terms for employees on alternative work schedules.

ARTICLE 8: WAIVER CLAUSE

Section 8.1. The parties acknowledge that during the negotiations resulting in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to wages and benefits related directly to wages and that agreements arrived at by the parties after exercise of that right and opportunity are set forth in this Agreement. All rights and duties of both parties are specifically expressed in this Agreement and such expression is all inclusive. This Agreement constitutes the entire agreement between the parties and concludes collective bargaining for its terms,

subject only to a desire by both parties to mutually agree to amend or supplement at any time, and except for negotiations over a successor collective bargaining agreement.

ARTICLE 9: MISCELLANEOUS

Section 9.1. Personal Property Damage. Employees who unavoidably suffer a loss or damage to essential personal property worn on the body while working shall have same repaired or replaced by the employer at employer expense, provided that such reimbursement shall not exceed \$300 per incident.

For Washington State Council of County and City Employees, Council 2, Local 21DC:

Signed by:

 691B8369A2D9462...
 Samantha Cordor
 President
 11/5/2025
 Date

DocuSigned by:

 538CF35390AF418...
 Suzette Dickerson
 Union Representative
 11/5/2025
 Date

For King County:

DocuSigned by:

 EEB7CAF1C6B24B0...
 Angela Marshall
 Labor Relations Director
 Office of Labor Relations, Executive Office
 10/31/2025
 Date

cba Code: 090**Union Code: D3****ADDENDUM A****WAGE RATES**

PeopleSoft Job Code	Classification Title	Range*
007723	District Court Clerk	44
007739	District Court Clerk II	47
007722	Communications Clerk	44
007725	Fiscal Specialist Clerk	44
007740	Probation Officer	57
007746	Probation Officer – Lead	59
311801	Probation Mental Health Specialist	61
*All classifications are paid from the King County Standardized Hourly Salary Schedule at the 40-hour rate. ** New wage rates effective on the 1st day of the 1st pay period following the Ordinance Effective Date but not prior to January 1, 2026. *** Parties agree to discuss classification title(s) within the working condition bargaining.		