



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**June 30, 2008**

**Ordinance 16168**

**Proposed No.** 2008-0321.1

**Sponsors** Gossett and Phillips

1 AN ORDINANCE approving and adopting two  
2 memoranda of understanding negotiated by and between  
3 King County and Public Safety Employees Union (Non-  
4 Commissioned) regarding wage settlements for Automated  
5 Fingerprint Identification System (AFIS) employees in the  
6 king county sheriff's office; and establishing the effective  
7 date of said agreements.

8

9 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

10 SECTION 1. These memoranda of understanding negotiated between King  
11 County and Public Safety Employees Union (Non-Commissioned) regarding wage  
12 settlements for Automated Fingerprint Identification System (AFIS) employees in the  
13 king county sheriff's office and attached hereto are hereby approved and adopted by this  
14 reference made a part hereof.


15            SECTION 2. Terms and conditions of said agreements shall be effective January  
16            1, 2006.

17

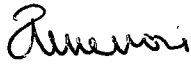
Ordinance 16168 was introduced on 6/9/2008 and passed by the Metropolitan King  
County Council on 6/30/2008, by the following vote:

Yes: 9 - Ms. Patterson, Mr. Dunn, Mr. Constantine, Ms. Lambert, Mr. von  
Reichbauer, Mr. Ferguson, Mr. Phillips, Mr. Gossett and Ms. Hague  
No: 0  
Excused: 0

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

  
\_\_\_\_\_  
Julia Patterson, Chair

ATTEST:

  
\_\_\_\_\_  
Anne Noris, Clerk of the Council

APPROVED this 10 day of July, 2008.

  
\_\_\_\_\_  
Ron Sims, County Executive

RECEIVED  
2008 JUL 11 PM 12:24  
CLERK  
KING COUNTY COUNCIL

- Attachments**
- A. Memorandum of Understanding Regarding Wage Settlement for King County Sheriff's Office Automated Fingerprint Identification System (AFIS) Employees, B. Memorandum of Understanding Regarding Reclassification and Resulting Wage Adjustment for King County Sheriff's Office Automated Fingerprint Identification System (AFIS) Employee Project Program Manager (PPM) 3 (Training Coordinator)

**Memorandum of Understanding**

**By and Between**

**King County**

**And**

**Public Safety Employees Union**

**Representing Non-Commissioned Bargaining Unit Employees**

**in the King County Sheriff's Office Data Unit**

**Regarding Wage Settlement for King County Sheriff's Office**

**Automated Fingerprint Identification System (AFIS) Employees**

The parties, Public Safety Employees Union (the "Union"), represented by Dustin Frederick, and King County (the "County"), represented by Deborah Bellam, have bargained wage adjustments pursuant to Article 7, Section 11 of the current collective bargaining agreement, and agree to the following:

**Facts**

1. Article 7, Section 11 of the current collective bargaining agreement between the parties provides that:

**Section 11. King County Sheriff's Office AFIS employees:** King County agrees to perform a job audit on the following classifications:

- ID Technician
- ID Technician Supervisor
- Latent Print Examiner
- Latent Print Supervisor
- Photographer series (Technician, Lead, Supervisor)
- Training Coordinator
- Identification Operations Manager
- Forensic Operations Manager

Additionally, King County agrees to complete market wage surveys for the above-referenced classifications.

The parties agreed to bargain the effects of the Human Resources Division's conclusions with respect to the above-referenced information. If the parties agreed to wage adjustments based on this information, such wage adjustments would be retroactive to January 1, 2006.

2. King County has performed the job audits as required by this provision, and has bargained appropriate wage adjustments based on job audit findings.

**Agreement**

The agreement of the parties with respect to the King County Squared Table range rate and step placement is as follows:

Agreement	MSA Job Class Code	Current Wage Addendum Classification Title
1. ID/Ten Print - move to Range 49.	8429	Identification Technician
2. ID/Ten Print Supervisor - move to Range 58.	8430	Identification Supervisor
3. ID/Ten Print Lead - continue to pay 5 percent above ID Tech, per the collective bargaining agreement.	8429	Identification Technician
4. Latent Examiner - move to Range 57.	8431	Latent Print Examiner
5. Latent Supervisor - move to Range 63.	8432	Latent Print Examiner Supervisor
6. Latent Lead - continue to pay 5 percent above Latent Examiner, per the collective bargaining agreement.	8431	Latent Print Examiner
7. ID and Latent Managers - move to Range 69.	8904	Identifications Unit Operations Manager
	8905	Forensics Operations Manager
8. Step Placement: Employees will be placed on the new ranges on the step that gives them a minimum 10 cents per hour increase.		

**Effective Date**

Range adjustments listed above are effective January 1, 2006.

**Additional Factors**

1. The parties agree to form a labor management committee with representatives from the Union and from King County to discuss matters of mutual interest. One issue that will be discussed is the structure of the King County Sheriff's Office AFIS Unit and proposals relating to possible reorganization of AFIS. Discussions that take place in this committee do not

constitute bargaining and no union or management rights are waived by this agreement of the subsequent discussion. The parties anticipate meeting no later than June 2008.

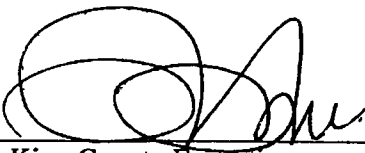
2. Based on a slight modification to the wage package, the parties have agreed in mediation that a bonus equal to \$156.50 (one hundred fifty six dollars and fifty cents) will be paid by King County in 2008 to each King County Sheriff's Office AFIS employee in this bargaining unit on January 1, 2008. This payment sets no precedent and establishes no past practice. This payment is a one-time payment that will take place in 2008 only.

**Conclusion**

This Agreement is effective January 1, 2006, and will be implemented once fully ratified by Union and County. This Agreement, along with the collective bargaining agreement now in effect, is the full and final agreement between King County and the Union with respect to wages for King County Sheriff's Office Automated Fingerprint Identification System Unit (AFIS) employees.

APPROVED this 2 day of June, 2008

By:



King County Executive

For Public Safety Employees Union:



Dustin Frederick  
Business Manager

4/24/08  
Date

16168

Attachment B

**Memorandum of Understanding  
By and Between  
King County  
and  
Public Safety Employees Union  
Representing Non-Commissioned Bargaining Unit Employees  
in the King County Sheriff's Office Data Unit  
Regarding Reclassification and resulting wage adjustment for King County Sheriff's Office  
Automated Fingerprint Identification System (AFIS)  
Employee Project Program Manager (PPM) 3 (Training Coordinator)**

The parties, Public Safety Employees Union (the "Union"), represented by Dustin Frederick, and King County (the "County"), represented by Deborah Bellam, have discussed with the King County Sheriff's Office ("KCSO") the reclassification request of KCSO Project Program Manager ("PPM") 3/Training Coordinator Diana L. Watkins, and agree to the following:

**Facts**

1. Article 7, Section 11 of the current collective bargaining agreement between the parties provides that:

**Section 11. King County Sheriff's Office AFIS employees: King County agrees to perform a job audit on the following classifications:**

- ID Technician
- ID Technician Supervisor
- Latent Print Examiner
- Latent Print Supervisor
- Photographer series (Technician, Lead, Supervisor)
- Training Coordinator
- Identification Operations Manager
- Forensic Operations Manager

Additionally, King County agrees to complete market wage surveys for the above-referenced classifications.

The parties agreed to bargain the effects of the Human Resources Division's conclusions with respect to the above-referenced information. If the parties agreed to wage adjustments based on this information, such wage adjustments would be retroactive to January 1, 2006.

2. King County has performed the job audits as required by this provision, and has bargained appropriate wage adjustments based on job audit findings.

3. The King County Classification Unit has concluded that, based on the job audits and materials and information provided by KCSO AFIS PPM 3/Training Coordinator Diana Watkins and the KCSO, the position currently held by Diana Watkins should be reclassified as a PPM 4.

**Agreement**

The agreement of the parties with respect to the King County Squared Table range rate, step placement, and recognition is as follows:

1. The reclassification for the position currently held by Diana Watkins and the appropriate wage adjustment from Range 63 to Range 68 is effective January 1, 2006, pursuant to the applicable collective bargaining agreement language cited above. Watkins will be placed on Range 68 at the beginning step or the next higher salary step as would constitute a minimum of a five percent (5%) increase over the salary received prior to this reclassification. This step placement is pursuant to Article 7, Section 5 of the applicable current collective bargaining agreement.

2. The classification of PPM 4 is hereby accreted into the Union's non-commissioned bargaining unit, effective January 1, 2006.

**Effective Date**

The reclassification and range adjustments listed above are effective January 1, 2006.

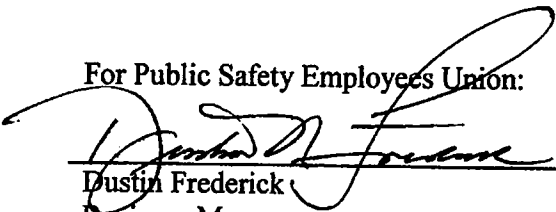
**Conclusion**

This Agreement will be implemented once signed by the Union and fully ratified by the County. This Agreement, along with the collective bargaining agreement now in effect, is the full and final agreement between King County and the Union with respect to the reclassification and resulting wage adjustment for King County Sheriff's Office Automated Fingerprint Identification System Unit (AFIS) employee PPM 3/Training Coordinator Diana Watkins.

APPROVED this 2 day of June, 2008

By:   
King County Executive

For Public Safety Employees Union:

  
Dustin Frederick  
Business Manager

4/24/08  
Date