

Memorandum of Agreement

By and Between

King County

and

International Brotherhood of Teamsters Local 117

**Information Technology Managers and Supervisors - Department of King County Information
Technology, Executive Branch Departments; Department of Executive Services**

Subject: Career Progression Classification Project Implementation

The County and the International Brotherhood of Teamsters Local 117 (the Union) are parties to a collective bargaining agreement for the term of January 1, 2018 – December 31, 2020, representing Information Technology (IT) Managers and Supervisors - Department of King County Information Technology, Executive Branch Departments; Department of Executive Services. The parties have bargained a successor agreement effective January 1, 2021 – December 31, 2024, which is anticipated to be implemented in 2022.

Background:

1. In February 2018, the County and the Coalition of Unions bargained a Memorandum of Agreement (MOA) (000MLAU0117) outlining how the County would implement the Career Progression Classification Project (CP2). The purpose of CP2 was to update and/or create new IT classifications to provide consistency, clearly describe both the duties and scope of responsibility for each classification, and support employee development.
2. In February 2019, the County and the Union bargained a second MOA (456TCMLAU0118) which determined the effective date for reclassification and wage placement under CP2 to be January 1, 2019, unless otherwise specifically agreed by the parties.
3. In January 2020, the County and the Union bargained a third MOA (048&456U0120) agreeing to allocate employees to updated and new IT classification specifications based on their currently performed bodies of work, process appeals, and negotiate wages on a salary or hourly basis pursuant to the FLSA.
4. In December 2021, the County and the Union completed negotiations on a successor agreement and separately began bargaining wages under CP2. The following represents the parties' agreement on implementation of the new and updated classifications and wages of same.

Agreement:

1. The following wage table will be included in the Appendix as Addendum A and shall be effective upon final approval by Council, but no later than 8/1/22:

Job Class Code	PeopleSoft Job Code	Classification Title	Range
7341200	740201	Customer Success Manager	79
7341100	740102	IT Services Supervisor	72
7341300	740301	IT Manager	76
7341400	740401	IT Manager-Senior	78
7341500	740501	IT Manager-Principal	80
7341600	740601	IT Project Manager-Senior	75
7341700	740701	IT Program/Product Manager	78
7341800	740801	Principal Technology Strategist	79
For rates, please refer to the King County Squared Salary Schedule			

2. All reclassifications will be step-to-step (i.e. IT Project Manager III at Step 10 reclassified to an IT Program/Product Manager will remain at Step 10).


3. Employees who had earned Merit over-the Top prior to reclassification will retain eligibility upon reclassification.

4. All members of the bargaining unit shall receive a wage settlement of 2.4% of the new base annual rate for the twenty-four month period prior to the implementation date, pro-rated to date of hire.

5. This wage addendum will remain in effect concurrent with the parties' Appendix which expires December 31, 2024.

For International Brotherhood of Teamsters Local 117 (Union):

DocuSigned by:



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John Searcy
Secretary-Treasurer

6/14/2022

Date

For King County:

DocuSigned by:



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Lacey O'Connell
Senior Labor Relations Negotiator
Office of Labor Relations
King County Executive Office

6/14/2022

Date

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
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Signer Events

John Scearcy
 maddy.shumate@teamsters117.org
 Security Level: Email, Account Authentication (None)

Signature

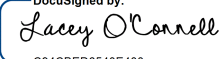
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Lacey O'Connell
 loconnell@kingcounty.gov
 Senior Labor Relations Negotiator
 King County Executive Department-OLR
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