**SUBJECT:** The proposed Ordinance would approve and adopt a Memorandum of Agreement (MOA) between King County and the International Brotherhood of Teamsters Local 117

(Local 117) bargaining unit, representing Information Technology Managers and Supervisorsin the Department of King County Information Technology (KCIT) and in the Department of Executive Services (DES) who, as part of the Career Progression and Classification Project, are reclassified into new classifications with newly established wages and shall receive a wage settlement of 2.4% base annual salary for the twenty-four month period prior to implementation, pro-rated based on date of hire.

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| **CBA Description:** | Coalition Labor Agreement Appendix for the International Brotherhood of Teamsters Local 117  Information Technology Managers and Supervisors - Department of King County Information Technology, Executive Branch Departments; Department of Executive Services [456/F16] |
| **County Spokesperson:** | Lacey O’Connell, Senior Labor Relations Manager  Office of Labor Relations |
| **Union Spokesperson:** | Maria Williams, Union Representative |

**UNIT OVERVIEW:** This bargaining unit includes approximately 101 currently active Information Technology (IT) managers and supervisors who work in the KCIT and DES.

**BARGAINING HISTORY:**

King County (the County) and Local 117 are Parties to a Collective Bargaining Agreement (CBA) effective January 1, 2018, through December 31, 2020. Local 117 represents managers and supervisors who supervise IT professionals working in the KCIT and DES. The Parties have bargained a successor agreement, effective January 1, 2021, through December 31, 2024, which will be transmitted to Council with the Coalition Labor Agreement transmittal package.

In 2018, the parties bargained the Career Progression and Classification Project (CP2) Memorandum of Understanding (MOA) to reclassify IT managers and supervisors to newly created classifications and establish pay ranges based on step-to-step movement into the new CP2 classification.

In 2019, the parties bargained the Career Progression Classification Project and Effective Date MOA which determined CP2 classification and wage placement would be effective January 1, 2019, unless otherwise specifically agreed by the parties.

In 2020, the parties bargained the Career Path Classification Project Reclassification and Appeal Process MOA, which agreed how allocations and appeals would be processed and wages to be negotiated pursuant to the FLSA.

In December 2021, the parties completed negotiations on a successor agreement and began CP2 wage negotiations. As part of the wage addendum, the parties have negotiated a one-time wage settlement of 2.4% of their new base annual rate for the twenty-four month period prior to implementation.

**SUMMARY OF TERMS:**

1. The wage table will be included in the Appendix as Addendum A and shall be effective upon final approval by Council, but no later than August 1, 2022, and shall run concurrent with the parties’ collective bargaining agreement through December 31, 2024.
2. Step placement upon reclassification 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 are currently eligible for and have 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.

**FISCAL IMPACT:**

The fiscal impact of the Agreement is detailed in the Executive’s Fiscal Note for the proposed ordinance.

**ATTACHMENTS:**

1. Proposed Ordinance

2. Transmittal Letter

3. Fiscal Note for 456U0122