

**Coalition Labor Agreement (CLA) - Appendix for 370**  
**Agreement Between King County**  
**And**  
**King County Prosecuting Attorneys Association**  
**Prosecuting Attorney's Office**

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PREAMBLE ..... 1

ARTICLE 1: PURPOSE ..... 1

ARTICLE 2: RECOGNITION ..... 1

ARTICLE 3: DEFINITIONS ..... 1

ARTICLE 4: RIGHTS OF MANAGEMENT ..... 2

ARTICLE 5: WORK STOPPAGES AND COUNTY PROTECTION ..... 2

ARTICLE 6: VACATIONS..... 3

ARTICLE 7: CLASSIFICATION AND SALARY ADMINISTRATION ..... 4

ARTICLE 8: MISCELLANEOUS ..... 4

ARTICLE 9: WAIVER CLAUSE ..... 4

ARTICLE 10: SUPREMACY AND EXTRA AGREEMENTS..... 5

ADDENDUM A: ANNUAL SALARY SCHEDULE..... 6



**AGREEMENT BETWEEN**

**KING COUNTY**

**AND**

**KING COUNTY PROSECUTING ATTORNEYS ASSOCIATION**

**PREAMBLE:**

These articles constitute an Agreement, the terms of which have been negotiated in good faith, between King County, referred to as the “County,” and the King County Prosecuting Attorneys Association, hereinafter referred to as the “Association.”

**ARTICLE 1: PURPOSE**

The intent and purpose of this Agreement and the parallel Agreement between the Association and the King County Prosecuting Attorney 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 employment relations with the County and to set forth the wages, hours and other working conditions of such employees in appropriate bargaining units.

This Agreement and the MLA set forth the agreement of the parties on wages and wage-related matters. Matters not related to wages are covered in a separate but parallel Agreement between the King County Prosecuting Attorney and the Association. It is expressly understood and agreed by the parties that both Agreements are to be construed together, *in pari materia*.

**ARTICLE 2: RECOGNITION**

The County recognizes the Association as the exclusive bargaining representative of all full-time and regular part-time non-senior deputy prosecutors in the Criminal Division and the Juvenile Division of the King County Prosecutor’s Office.

**ARTICLE 3: DEFINITIONS**

**Section 1.** “Prosecuting Attorney” means the elected Prosecuting Attorney of King County.

**Section 2.** “County” means King County.

**Section 3.** “Deputy” means all full-time and regular part-time non-senior deputy prosecutors in

1 the Criminal Division and the Juvenile Division of the King County Prosecutor’s Office.

2           **Section 4.** “Regular part-time deputies” are those deputies employed in regular deputy  
3 prosecutor positions regularly assigned to work less than full-time or sharing one full-time equivalent  
4 position with another deputy.

5           **Section 5.** “Association” means the King County Prosecuting Attorneys Association.

6           **Section 6.** “Association representative(s)” means those members of the bargaining unit who  
7 have been designated to represent the Association on matters referenced in this Agreement. The  
8 Association shall give advance notice in writing to the County of the names of the Association  
9 representative(s).

10 **ARTICLE 4: RIGHTS OF MANAGEMENT**

11           **Section 1.** The management of the King County Prosecuting Attorney’s Office and the  
12 direction of the workforce is vested by both the Washington State Constitution and State law  
13 exclusively in the King County Prosecuting Attorney’s Office. All matters, other than wages and  
14 benefits directly related to wages, or otherwise not specifically and expressly covered or referenced  
15 by the language of this Agreement, shall be administered for its duration by the King County  
16 Prosecuting Attorney.

17 **ARTICLE 5: WORK STOPPAGES AND COUNTY PROTECTION**

18           **Section 1.** The County and the Association agree that the public interest requires efficient and  
19 uninterrupted performance of all services and to this end pledge their best efforts to avoid or eliminate  
20 any conduct contrary to this objective. Specifically, during the term of this Agreement the Association  
21 shall not cause or condone any work stoppage, including any strike, slowdown or refusal to perform any  
22 customarily assigned duties, sick leave absence which is not bona fide, or other interference with the  
23 Prosecuting Attorney’s functions by employees under this Agreement and should same occur, the  
24 Association agrees to take appropriate steps to end such interference. Any concerted action by any  
25 employees in the bargaining unit shall be deemed a work stoppage if any of the above activities have  
26 occurred.

27           **Section 2.** Upon notification in writing by the County to the Association that any employee(s)  
28 covered by this Agreement are engaged in such a work stoppage, the Association shall immediately in

1 writing order such employee(s) to immediately cease engaging in such work stoppage and provide the  
 2 County with a copy of such order. In addition, if requested by the County, a responsible official of the  
 3 Association shall publicly order such employee(s) to cease engaging in a work stoppage.

4 **ARTICLE 6: VACATIONS**

5 **Section 1.** Regular full-time deputies shall receive vacation benefits as indicated in the  
 6 following table:

Beginning With Year	Ending With Year	Months of Service	Vacation Accrual Rate	Approximate Days Accrued Per Year (based on 2080 hours)
0	2	000 thru 024	0.0462 X Basis Hours	12
3	3	025 thru 036	0.0500 X Basis Hours	13
4	5	037 thru 60	0.0577 X Basis Hours	15
6	6	61 thru 72	0.0616 X Basis Hours	16
7	8	73 thru 96	0.0654 X Basis Hours	17
9	10	97 thru 120	0.0693 X Basis Hours	18
11	12	121 thru 144	0.0731 X Basis Hours	19
13	16	145 thru 192	0.0770 X Basis Hours	20
17	17	193 thru 204	0.0808 X Basis Hours	21
18	18	205 thru 216	0.0847 X Basis Hours	22
19	19	217 thru 228	0.0885 X Basis Hours	23
20	20	229 thru 240	0.0924 X Basis Hours	24
21	21	241 thru 252	0.0962 X Basis Hours	25
22	22	253 thru 264	0.1001 X Basis Hours	26
23	23	265 thru 276	0.1039 X Basis Hours	27
24	24	277 thru 288	0.1077 X Basis Hours	28
25	25	289 thru 300	0.1116 X Basis Hours	29
26	99	301 and up	0.1154 X Basis Hours	30

**ARTICLE 7: CLASSIFICATION AND SALARY ADMINISTRATION**

**Section 1. Rates of Pay.**

(a) Upon hire full-time deputies shall be paid at the rate of pay determined by the Prosecuting Attorney in their appointment, provided it is a rate that is set forth in the Addendum A salary schedule to this Agreement. Deputies shall advance a single step each year on their anniversary date until they reach the top step within the pay range, although the Prosecuting Attorney may advance a deputy to a higher step at any time. Steps 6, 8, and 10 shall not be used for automatic single step anniversary date step progression but may otherwise be used by the Prosecuting Attorney (e.g., A deputy at step 5 would advance to step 7 on their anniversary date, however a deputy at step 4 could, at the Prosecuting Attorney’s discretion, be advanced to step 6 on their anniversary). Decisions concerning step placement or advancement are within the sole discretion of the Prosecuting Attorney and are not subject to the dispute resolution provisions of this Agreement, nor are they subject to the dispute resolution provisions of the parallel Agreement between the Association and the King County Prosecuting Attorney; however, if a deputy is, for disciplinary reasons, not advanced into a higher step on their anniversary date according to the standard yearly progression, that decision is subject to the dispute resolution procedures set forth in Article 18 of the parallel Agreement.

(b) Regular part-time deputies shall be paid at a salary equivalent to the hourly rate of pay for their classification, based on a full-time employee’s workweek.

**ARTICLE 8: MISCELLANEOUS**

**MLA Working Conditions.** Any working condition provisions in the Coalition Labor Agreement shall not apply to employees represented by the Association, unless separately negotiated in the working conditions collective bargaining agreement or a memorandum of agreement between the Association and the King County Prosecuting Attorney.

**ARTICLE 9: 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 matter deemed a proper subject for collective bargaining. The results of the exercise of that right and opportunity are set forth in this Agreement and in the separate but parallel Agreement between the Association and the King County Prosecuting

1 Attorney. Therefore, the County and the Association, for the duration of this Agreement and the  
2 Agreement between the Association and the King County Prosecuting Attorney, each agree to waive the  
3 right to oblige the other party to bargain with respect to any subject or matter not specifically referred to  
4 or covered by this Agreement or the Agreement between the Association and the King County  
5 Prosecuting Attorney.

6 **ARTICLE 10: SUPREMACY AND EXTRA AGREEMENTS**

7 The County agrees not to enter into any agreement or contract with deputies covered by the  
8 provisions of this Agreement, individually or collectively, which is inconsistent with the terms of this  
9 Agreement and not approved by the Association.

10 For the King County Prosecuting Attorneys Association:

11  
12 DocuSigned by:  
  
13 Michael Tabor, President

DocuSigned by:  
  
Roxanne Reese, Vice-President

14 DocuSigned by:  
  
15 Evan Boeshans, Secretary

DocuSigned by:  
  
16 Marlana Kuper, Treasurer

17  
18 For King County:

19 DocuSigned by:  
  
20 Sasha P. Alassi  
Labor Manager

21 Office of Labor Relations

22  
23 Approved as to form for the King County  
24 Prosecuting Attorney's Office:

25 DocuSigned by:  
  
26 Leesa Manion  
Prosecuting Attorney Chief of Staff

**Addendum A: Deputy Prosecuting Attorney Annual Salary Schedule**

**Deputy Prosecuting Attorney**

**PeopleSoft Job Code: 007230**

	<b>2021 (1.5% GWI)</b>	<b>2022 (3% GWI)</b>	<b>2023 (4% GWI)</b>	<b>2024 (4% GWI)</b>
Step 1	\$71,835.48	\$73,990.54	\$76,950.17	\$80,028.17
Step 2	\$76,078.78	\$78,361.14	\$81,495.59	\$84,755.41
Step 3	\$87,867.30	\$90,503.32	\$94,123.45	\$97,888.39
Step 4	\$100,599.95	\$103,617.95	\$107,762.66	\$112,073.17
Step 5	\$108,302.03	\$111,551.09	\$116,013.13	\$120,653.66
Step 6	\$111,131.25	\$114,465.18	\$119,043.79	\$123,805.54
Step 7	\$113,961.31	\$117,380.15	\$122,075.35	\$126,958.37
Step 8	\$116,475.75	\$119,970.02	\$124,768.82	\$129,759.57
Step 9	\$119,619.11	\$123,207.69	\$128,136.00	\$133,261.43
Step 10	\$122,919.55	\$126,607.14	\$131,671.43	\$136,938.28
Step 11	\$126,063.97	\$129,845.89	\$135,039.73	\$140,441.32



**Certificate Of Completion**

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Source Envelope:	
Document Pages: 7	Signatures: 6
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelope Stamping: Enabled	Carolyn Coleman
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	11943 Sunset Hills Rd
	Reston, VA 20190
	carolyn.coleman@kingcounty.gov
	IP Address: 97.113.85.23

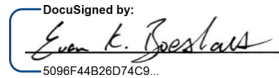
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Security Appliance Status: Connected	Pool: FedRamp	
Storage Appliance Status: Connected	Pool: King County-King County Executive	Location: DocuSign
	Office-Office of Labor Relations	

**Signer Events**

Evan Boeshans  
 eboeshans@kingcounty.gov  
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**Signature**

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Leesa Manion  
 leesa.manion@kingcounty.gov  
 Chief of Staff  
 Security Level: Email, Account Authentication (None)

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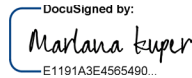
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Marlana Kuper  
 marlana.kuper@kingcounty.gov  
 Security Level: Email, Account Authentication (None)

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**Electronic Record and Signature Disclosure:**

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Michael Tabor  
 mtabor@kingcounty.gov  
 Security Level: Email, Account Authentication (None)

DocuSigned by:  
  
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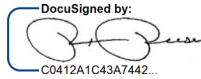
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Roxanne Reese  
 rreese@kingcounty.gov  
 Security Level: Email, Account Authentication  
 (None)



Signature Adoption: Uploaded Signature Image  
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Sasha Alessi  
 Sasha.Alessi@kingcounty.gov  
 Labor Relations Negotiator  
 King County Executive Department- OLR  
 Security Level: Email, Account Authentication  
 (None)



Signature Adoption: Drawn on Device  
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Intermediary Delivery Events	Status	Timestamp
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Payment Events	Status	Timestamps
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If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

### **Consequences of changing your mind**

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

### **All notices and disclosures will be sent to you electronically**

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

### **How to contact King County Sub Account - Office of Labor Relations:**

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: [bmconnaughey@kingcounty.gov](mailto:bmconnaughey@kingcounty.gov)

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To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at [bmconnaughey@kingcounty.gov](mailto:bmconnaughey@kingcounty.gov) and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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- ii. send us an email to [bmcconnaughey@kingcounty.gov](mailto:bmcconnaughey@kingcounty.gov) and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

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To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to ‘I agree to use electronic records and signatures’ before clicking ‘CONTINUE’ within the DocuSign system.

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- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify King County Sub Account - Office of Labor Relations as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by King County Sub Account - Office of Labor Relations during the course of your relationship with King County Sub Account - Office of Labor Relations.