



King County

Budget and Fiscal Management Committee

STAFF REPORT

Agenda Item:	4	Name:	Erik Sund
Proposed No.:	2013-0145	Date:	April 16, 2013

SUBJECT:

Proposed Ordinance 2013-0145 would make a supplemental appropriation of \$175,000 from the General Fund for the payment of retroactive wages for certain employees of the Department of Assessments pursuant to the terms of a Collective Bargaining Agreement (CBA) reached between King County and the Public, Professional & Office-Clerical Employers and Drivers, Teamsters Local 763.

Companion legislation - Proposed Ordinance 2013-0144 - to adopt the CBA itself was referred to and passed by the Government Accountability and Oversight Committee on March 26th and then the Metropolitan King County Council on April 1st.

SUMMARY:

Proposed Ordinance 2013-0145 would provide a supplemental General Fund appropriation of \$175,000 to the Department of Assessments to cover the cost of retroactive Cost-of-Living Adjustments (COLAs) for 2012 to be paid under the provisions of a Collective Bargaining Agreement (CBA) between King County and the Public, Professional & Office-Clerical Employers and Drivers, Teamsters Local 763 (hereafter Teamsters Local 763).

The CBA is for the four-year period from January 1, 2012 through December 31, 2015 and covers approximately 130 employees. The employees' duties include:

- valuation of commercial and residential property in King County for assessment purposes;
- defending appraisals before the Board of Equalization and/or the State Tax Appeals Board; and
- collecting, analyzing, and maintaining data related to residential and commercial property assessments.

The primary financial terms of the contract are as follows.

- COLAs of 1.63% for 2012, 3.09% for 2013, and 2.00% for 2014;
- The gradual replacement over 3 years of supplemental pay (of up to \$200/mo) for taking approved courses on property assessment with a program of tuition reimbursement for the same classes (up to \$250 per year in 2015); and

- An increase in the additional compensation given to employees who earn certain professional certifications and designations (such as Washington State Certified Real Estate Appraiser) from \$75 per month to \$100 per month.

Although the CBA provides for a number of compensation adjustments and non-compensation provisions related to working conditions, the supplemental appropriation included in Proposed Ordinance 2012-0145 covers only the 1.63% COLA for 2012.

ANALYSIS

The \$175,000 appropriation provided in Proposed Ordinance 2013-0145 is greater than the \$153,602 included in the fiscal note transmitted with Proposed Ordinance 2013-0144, which adopts the CBA itself. This difference is due to the fact that the fiscal note for the CBA was based on older payroll data from 2011 used during the negotiation of the agreement while the \$175,000 was based on more current data which includes a number of previously vacant positions that were filled in 2012.

The 2013 Adopted Budget provides an appropriation of \$21,778,926 for the Department of Assessments, so this \$175,000 appropriation provided by this legislation would increase the department's funding for the year by approximately 0.8% to \$21,953,926. In anticipation of the need for these funds, the Department underspent its 2013 budget allocation by more than this amount (approximately \$350,000).

The ongoing, non-retroactive cost of the 2012 COLA and the other provisions of the CBA are already included in the 2013 Adopted Budget for the Department of Assessments.

REASONABLENESS:

Proposed Ordinance provides expenditure authority to cover the costs associated with the CBA between King County and the Public, Professional & Office-Clerical Employers and Drivers, Teamsters Local 763. The CBA was adopted by Metropolitan King County Council on April 1, 2013 as Ordinance No. 17544, so the adoption of this ordinance would constitute a reasonable business and policy decision.

INVITED:

1. Dwight Dively, Director, Office of Performance, Strategy and Budget

ATTACHMENTS:

1. Proposed Ordinance 2013-0145
2. Fiscal Note



KING COUNTY
Signature Report

1200 King County Courthouse
 516 Third Avenue
 Seattle, WA 98104

April 15, 2013

Ordinance

Proposed No. 2013-0145.1

Sponsors McDermott and Phillips

1 AN ORDINANCE making a supplemental appropriation of
 2 \$175,000 to assessments for 2012 retroactive wages to
 3 employees represented by the International Brotherhood of
 4 Teamsters Local 763 Union; and amending the 2013/2014
 5 Budget Ordinance, Ordinance 17476, Section 41, as
 6 amended.

7 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

8 SECTION 1. From the general fund there is hereby appropriated a total of
 9 \$175,000 to assessments for 2012 retroactive wages to employees represented by the
 10 International Brotherhood of Teamsters Local 763 Union.

11 SECTION 2. Ordinance 17476, Section 41, as amended, is hereby amended by
 12 adding thereto and inserting therein the following:

13 ASSESSMENTS --From the general fund there is hereby appropriated to:

14 Assessments \$175,000

15

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Larry Gossett, Chair

ATTEST:

Anne Noris, Clerk of the Council

APPROVED this ____ day of _____, _____.

Dow Constantine, County Executive

Attachments: None

