



# KING COUNTY

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

## Signature Report

January 26, 2016

Ordinance 18225

Proposed No. 2016-0003.1

Sponsors Lambert and Dembowski

1 AN ORDINANCE approving and adopting the collective  
2 bargaining agreement negotiated by and between King  
3 County and Service Employees International Union, Local  
4 925 (Department of Public Defense) representing  
5 employees in the department of public defense; and  
6 establishing the effective date of said agreement.

7 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

8 SECTION 1. The collective bargaining agreement negotiated by and between  
9 King County and Service Employees International Union, Local 925 (Department of  
10 Public Defense) representing employees in the department of public defense, which is  
11 Attachment A to this ordinance, is hereby approved and adopted by this reference made a  
12 part hereof.

13            SECTION 2. Terms and conditions of said agreement shall be effective from  
14    January 1, 2015, through and including December 31, 2017.  
15

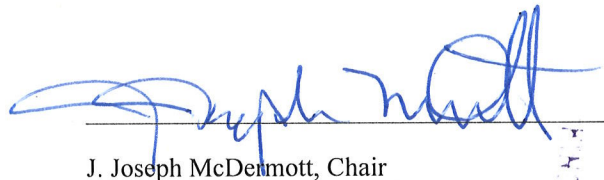
Ordinance 18225 was introduced on 1/11/2016 and passed by the Metropolitan King  
County Council on 1/25/2016, by the following vote:

Yes: 9 - Mr. von Reichbauer, Mr. Gossett, Ms. Lambert, Mr. Dunn,  
Mr. McDermott, Mr. Dembowski, Mr. Upthegrove, Ms. Kohl-Welles  
and Ms. Balducci

No: 0

Excused: 0

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON



A blue ink signature of J. Joseph McDermott, written over a horizontal line.

J. Joseph McDermott, Chair

ATTEST:



A blue ink signature of Anne Noris, written over a horizontal line.

Anne Noris, Clerk of the Council

APPROVED this 7<sup>th</sup> day of February, 2016.



A blue ink signature of Dow Constantine, written over a horizontal line.

Dow Constantine, County Executive

**Attachments:** A. Agreement between King County and Service Employee International Union, Local  
925 Department of Public Defense



**AGREEMENT BETWEEN  
KING COUNTY  
AND  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925  
DEPARTMENT OF PUBLIC DEFENSE  
January 1, 2015 - December 31, 2017**

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|    | • ORIGINAL OFFICE OF PUBLIC DEFENSE EMPLOYEES   |    |
|    | • STEP PLACEMENT FOR ALL NEWLY CLASSIFIED EMPLOYEES IN THE<br>DEPARTMENT OF PUBLIC DEFENSE REPRESENTED BY SEIU, LOCAL 925 |    |
|    | • INITIAL PLACEMENT OF SENIORS  |    |

**AGREEMENT BETWEEN**  
**KING COUNTY**  
**AND**  
**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925**  
**DEPARTMENT OF PUBLIC DEFENSE**  
**January 1, 2015 - December 31, 2017**

**PREAMBLE**

These articles constitute an agreement, terms of which have been negotiated in good faith, between King County (the "County") and Service Employees International Union, Local 925 representing employees in the Department of Public Defense (the "Union"). This Agreement shall be subject to approval by Ordinance by the Metropolitan King County Council (the "Council"). This Agreement was entered into for the purpose of setting forth the mutual understandings of the parties regarding wages, benefits, and working conditions.

**INTRODUCTION**

The Union and the County (The Parties) agree that public defense must take a client-centered approach to helping indigent persons and that developing, promoting, and supporting programs to improve the justice system, increase racial equity, and improve community-based resources for indigent clients is part and parcel of providing quality public defense. The Parties agree that the independence of public defense and public defenders is necessary for quality public defense. The Parties also agree that maintenance of appropriate legal standards is necessary for quality public defense. This requires appropriate caseloads, attorney-staff ratios, investigation, and obtaining expert services and must not be based on pre-judgment about the defendant or the case or its importance.

The Parties agree that providing adequate staff and resources such that attorneys and staff are able to provide Department of Public Defense ("DPD") clients with high quality representation, and compensating DPD employees in parity with employees occupying similar positions in the King County Prosecuting Attorney's Office are essential to the mission of DPD.

**ARTICLE 1: PURPOSE**

The intent and purpose of this Agreement is to promote the continued improvement of the

1 relationship between King County and the employees by providing a uniform basis for implementing  
2 the right of public employees to join organizations of their own choosing, and to be represented by  
3 such organizations in matters concerning their wages, benefits, and working conditions.

#### 4 **ARTICLE 2: UNION RECOGNITION**

5 **Section 2.1. Union Recognition.** The County recognizes SEIU, Local 925 as the exclusive  
6 collective bargaining representative of the following bargaining unit:

7 All current full-time and regular part-time employees of the Department of Public Defense,  
8 excluding managers, supervisors, confidential employees, short-term temporary employees (those  
9 working less than six months), students, interns, externs, volunteers, and work/study employees.

10 Also excluded are King County employees who perform work in the Department of Public  
11 Defense but are organizationally matrixed to other King County agencies, specifically, but not limited  
12 to, employees of King County Information Technology, the Business and Finance Operations  
13 Division, the Human Resources Division, and Benefits and Retirement Operations. Also excluded is  
14 conflict counsel that is retained by King County.

15 **Section 2.2. Union Membership/Representation Fee.** It shall be a condition of  
16 employment that all employees covered by this Agreement who are members of the Union in good  
17 standing on the effective date of this Agreement shall remain members in good standing and those  
18 who are not members on the effective date of this Agreement shall become and remain members in  
19 good standing in the Union or pay an agency fee. It shall also be a condition of employment that all  
20 employees covered by this Agreement and hired on or assigned into the bargaining unit on or after its  
21 effective date shall, on the thirtieth (30th) day following the beginning of such employment, become  
22 and remain members in good standing in the Union or pay an agency fee.

23 **Section 2.3. Religious Tenets or Beliefs.** Nothing contained in this Article shall require an  
24 employee to join the Union who can substantiate, in accordance with existing law, bona fide religious  
25 tenets or beliefs that prohibit the payment of dues or initiation fees to union organizations. Such  
26 employees shall pay an amount of money equivalent to regular union dues and initiation fee to a non-  
27 religious charitable organization mutually agreed upon by the employee and the Union to which such  
28 employee would otherwise pay the dues and initiation fee. The employee shall furnish written proof

1 that such payment has been made.

2       **Section 2.4. Dues Deduction.** Upon receipt of written authorization individually signed by  
3 the bargaining unit employee, the County shall have deducted from the pay of such employee the  
4 amount of dues or representational fees as certified by the secretary-treasurer of the Union and  
5 transmit the same to the Union. The Union will indemnify, defend, and hold the County harmless  
6 against any claims made and against any suit instituted against the County on account of any check-  
7 off dues for the Union. The Union agrees to refund to the County any amounts paid to it in error on  
8 account of the check-off provision upon presentation of proper evidence thereof.

9       **Section 2.5. Membership Application.** The County will require all new employees hired  
10 into a position included in the bargaining unit to sign a form (in triplicate) which will inform them of  
11 the Union's exclusive recognition. One copy of the form will be retained by the County, one by the  
12 employee, and the original sent to the Union. The County will notify the Union of any employee  
13 leaving the bargaining unit because of termination, layoff, leave of absence or dismissal.

14       **Section 2.6. COPE Payroll Deduction.** The County shall, upon receipt of a written  
15 authorization form that conforms to legal requirements, deduct from the pay of a bargaining unit  
16 employee the amount of contribution the employee voluntarily chooses for deduction for political  
17 purposes and shall transmit the same to the Union.

### 18 **ARTICLE 3: RIGHTS OF MANAGEMENT**

19       The Union recognizes the prerogatives of the County to operate and manage its affairs in all  
20 respects in accordance with its responsibilities and powers of authority, subject to the express limits  
21 of this Agreement.

22       The County shall have the right to demote, discipline and discharge employees; and the right  
23 to layoff employees for lack of work, funds, efficiency or for the occurrence of conditions beyond the  
24 control of the County. The County shall further have the right to recruit, examine, test, select, hire,  
25 appoint, promote, transfer, and train employees; place employees on wage steps; determine work  
26 locations and assign employees to those locations; appraise employee performance; contract out  
27 work; develop and modify classification specifications, allocate positions to those classifications,  
28 allocate employees to those positions; determine work schedules, assign employees to those

schedules, schedule overtime work; determine the methods and processes by which work is performed and direct and assign work; establish rules, procedures and processes; determine the budget; and the right to take whatever actions are necessary in emergencies as determined by the County.

#### **ARTICLE 4: HOLIDAYS**

**4.1. Regular Paid Holidays.** Employees shall be eligible for paid holidays consistent with King County Code section 3.12.230, as amended. This benefit shall be administered in a manner consistent with the King County Personnel Guidelines, as amended. For illustrative purposes, County currently grants the following holidays.

|                                    |                             |
|------------------------------------|-----------------------------|
| New Year's Day                     | January 1st                 |
| Martin Luther King, Jr.'s Birthday | Third Monday in January     |
| Presidents Day                     | Third Monday in February    |
| Memorial Day                       | Last Monday in May          |
| Independence Day                   | July 4th                    |
| Labor Day                          | First Monday in September   |
| Veterans Day                       | November 11th               |
| Thanksgiving Day                   | Fourth Thursday in November |
| Day after Thanksgiving             |                             |
| Christmas Day                      | December 25th               |

and any day designated by public proclamation of the chief executive of the State of Washington as a legal holiday, as approved by Council.

**4.2. Personal Holidays.** Employees shall be eligible for personal holidays consistent with King County Code section 3.12.230, as amended. This benefit shall be administered in a manner consistent with the King County Personnel Guidelines, as amended. For illustrative purposes, County currently grants the following personal holidays: Employees eligible for leave benefits shall be granted two personal holidays to be administered through the vacation plan; provided, that the hours granted to employees working less than a full-time schedule shall be prorated to reflect their normally scheduled work day. One personal holiday shall be added to the vacation leave bank in the pay-period that includes the first day of October and one personal holiday will be added in the pay-period that includes the first day of November of each year.

## **ARTICLE 5: VACATIONS**

**Section 5.1.** Employees shall accrue vacation leave based on the following schedule consistent with King County Code section 3.12.190, as amended. This benefit shall be administered in a manner consistent with the King County Personnel Guidelines, as amended except as provided below.

Regular, full-time and regular, part-time (prorated) employees will accrue vacation leave as indicated in the following table:

Public Defender 1 Attorneys:

| <b>Beginning<br/>With Year</b> | <b>Ending<br/>With Year</b> | <b>Months<br/>of Service</b> | <b>Vacation<br/>Accrual Rate</b> | <b>Approximate Days<br/>Accrued Per Year<br/>(based on 2080 hours)</b> |
|--------------------------------|-----------------------------|------------------------------|----------------------------------|--|
| 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                   | 0.0615 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                 | 0.0769 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   |



All employees other than those Classified as Public Defender 1:

| 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        | 0.0615 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      | 0.0769 X Basis Hours  | 20  |
| 13                  | 17               | 145 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  |

Employees eligible for vacation leave may accrue up to 480 hours of vacation leave, prorated to reflect their normal work schedule. Employees must use vacation leave in excess of the maximum accrual amount on or before the last day of the pay period that includes December 31 of each year. Failure to use vacation leave beyond the maximum accrual amount will result in forfeiture of the vacation leave beyond the maximum amount unless the appointing authority has approved a carryover of such vacation leave because of cyclical workloads, work assignments or other reasons as may be in the best interests of the county.

**Section 5.2. Employee use of vacation.** King County will make a good faith effort to allow

1 accrued vacation to be taken as requested with reasonable notice. Employees may use accrued  
2 vacation leave upon request and pre approval of vacation leave by King County. Employee use of  
3 vacation shall be as provided in King County Code section 3.12.190, as amended and shall be  
4 administered in a manner consistent with the King County Personnel Guidelines, as amended.

5 **Section 5.3. Vacation Donation.** Vacation time may voluntarily be donated to fellow King  
6 County employees in need, pursuant to King County Code 3.12.223, as amended.

7 **Section 5.4. Sick While on Paid Leave.** If an employee is injured or is taken ill while on  
8 paid leave, in order to receive sick leave for that time he or she shall present to the County on the first  
9 day of injury or illness, or as soon as practicable thereafter, a treating doctor's statement or other  
10 acceptable proof of injury or illness.

11 **Section 5.5. Vacation Payout.** Employees shall be paid for accrued vacation leave to their  
12 date of separation up to the maximum accrual amount if they have successfully completed their first  
13 six (6) months of County service in a paid leave eligible position up to 480 hours maximum.  
14 Payment shall be the accrued vacation leave multiplied by the employee's rate of pay in effect upon  
15 the date of leaving County employment less mandatory withholdings. If an employee leaves prior to  
16 successful completion of the six months of County service, he or she shall forfeit and not be paid for  
17 accrued vacation leave.

18 This vacation leave cash-out is subject to any determination by bargaining unit members to  
19 have their funds placed in Voluntary Employee Beneficiary Association (VEBA) accounts upon  
20 retirement as a result of length of service, as set forth in the King County Code. Such determination  
21 is applicable to all members of the bargaining unit.



**Section 5.6. Conversion of Sick Leave to Vacation Leave.** Non-Exempt staff who use thirty-two (32) hours of sick leave or less in a calendar year calculated from January 1st through December 31st, shall become eligible to convert accrued sick leave hours to vacation hours in the following calendar year pursuant to the following schedule:

| Sick Leave Hours<br>Used in a last Calendar Year | Sick Leave Hours<br>Accrued Which May Be Converted to<br>Vacation Hours in the Following Year |
|--|---|
| 16 or less                                       | 24  |
| More than 16 to 24                               | 16  |
| More than 24 to 32                               | 8   |

The Human Resources Office will notify all eligible employees in writing of their eligibility no later than February 15 of the year following achievement of eligibility. The Human Resources Office may set a reasonable deadline by which an employee must elect to convert hours.

#### **ARTICLE 6: PAID SICK LEAVE**

**Section 6.1. Accrual Rates.** Employees shall be eligible for paid sick leave consistent with King County Code Section 3.12.220, as amended. This benefit shall be administered in a manner consistent with the King County Personnel Guidelines, as amended. For illustrative purposes, County currently grants paid sick leave as follows:

The hourly rates are for informational purposes only, and shall not be construed to mean that bargaining unit employees are compensated on an hourly basis. Benefit eligible employees shall accrue sick leave benefits at the rate equal to .04616 hours for each hour on regular pay status, exclusive of overtime. Employees shall accrue sick leave from their date of hire in a leave eligible position. Employees may not use sick leave that is not previously accrued.

Sick leave balances carried over to King County employment, pursuant to the Dolan Settlement shall not be eligible to be donated to other employees or eligible for the 35% cash out available to King County employees upon retirement or death.

**Section 6.2. Flex Time for Medical Appointments.** With advance approval from the employee's supervisor an FLSA non-exempt employee may within the same work week make up no

1 more than two (2) hours of time lost due to medical appointments. No more than one-half (1/2) hour  
2 of a one (1) hour lunch break may be made up from a lunch period in any one day, and no break time  
3 may be utilized for this purpose. The decision to approve or deny this request shall not be subject to  
4 grievance.

5 **Section 6.3. Permissible Uses of Sick Leave.** Sick leave shall be used for the following  
6 reasons:

- 7 1. The employee's bona fide illness or incapacitating injury;
- 8 2. The employee's exposure to contagious diseases and resulting quarantine;
- 9 3. An employee's temporary disability caused by or contributed to by pregnancy and  
10 childbirth;
- 11 4. The employee's medical or dental appointments;
- 12 5. To care for the employee's child if the child has an illness or health condition  
13 which requires treatment or supervision by the employee. The definition of child shall be as defined  
14 in King County Code 3.12 et seq, as amended, or:
- 15 6. Pursuant to King County 3.12.220, as amended, and as administered in the King  
16 County Personnel Guidelines, as amended.
- 17 7. Employees may use up to three days of sick leave each year to allow employees to  
18 perform volunteer services at the school attended by the employee's child.

19 **6.4. Pay upon Separation** - A leave eligible employee who has successfully completed at least  
20 five (5) years of County service and who retires as a result of length of service or who separates by  
21 reason of death will be paid, or his/her estate as provided for by RCW Title 11, as applicable, an amount  
22 equal to thirty-five percent (35%) of his/her unused, accumulated sick leave multiplied by the  
23 employee's base rate of pay in effect upon the date of leaving County employment, less mandatory  
24 withholdings.

25 This sick leave cash-out is subject to any determination by bargaining unit members to have  
26 their funds placed in Voluntary Employee Beneficiary Association (VEBA) accounts upon retirement  
27 as a result of length of service, as set forth in the King County Code. Such determination is  
28 applicable to all members of the bargaining unit.

## **ARTICLE 7: WORK STOPPAGES LOCK OUTS AND EMPLOYER PROTECTION**

**7.1. Public Interest.** The County and the Union agree that the public interest requires efficient and uninterrupted performance of all County services and to this end pledge their best efforts to avoid or eliminate any conduct contrary to this objective.

**7.2. No Lock Out.** The County agrees not to lock out employees covered under this Agreement.

**7.3. No Work Stoppage.** The Union shall not cause or condone any DPD work stoppage, including any strike, slowdown or refusal to perform any customarily assigned duties, sick leave absence which is not bona fide, or other interference with County functions by employees under this Agreement and should same occur, the Union agrees to take appropriate steps to end such interference. Any concerted action by any employee in the bargaining unit shall be deemed a work stoppage if any of the above activities have occurred; being absent without authorized leave shall be considered as an automatic resignation.

**A.** Upon notification in writing by the County to the Union that any of its members are engaged in a work stoppage, the Union shall immediately, in writing, order such members to immediately cease engaging in such work stoppage and provide the County, with a copy of such order. In addition, if requested by the County, a responsible official of the Union shall publicly order such Union employees to cease engaging in such a work stoppage.

**B.** Any employee who commits any act prohibited in this section will be subject in accord with the County's Work Rules to the following action or penalties: to discipline in accordance with Article 11, Dispute Resolution Procedure.

1. Discharge

2. Suspension or other disciplinary action as may be applicable to such employee.

In the event of a picket line impacting the work of any member of the bargaining unit, the parties agree to meet and confer upon the request of either party.

## **ARTICLE 8: MISCELLANEOUS LEAVES**

Other forms of paid leave shall be granted and administered per the terms of King County

Code section 3.12, et. Seq., and the King County Personnel Guidelines, both as amended, except as provided in this section. For illustrative purposes, these types of leave include, but are not limited to, military leave, King County family medical leave, jury duty leave, and organ donor leave.

Employees shall be eligible for unpaid leaves of absence consistent with the King County Code, section 3.12, *et. seq.*, as amended. Unpaid leaves of absence shall be administered in a manner consistent with the King County Personnel Guidelines, as amended.

#### **Section 8.1. Bereavement Leave.**

A. Employees eligible for leave benefits shall be entitled to three (3) working days of bereavement leave per qualifying death of a member of the employee's immediate family.

B. Employees who have exhausted their bereavement leave shall be entitled to use up to three (3) days of sick leave for each instance of a qualifying death of a member of the employee's immediate family.

C. In cases of a qualifying death of a member of the employee's immediate family where no sick leave benefit is authorized or exists, an employee may be granted leave without pay.

D. In the application of any of the foregoing provisions, holidays or regular days off falling within the prescribed period of absence shall not be charged.

E. Immediate Family member is defined pursuant to King County Code 3.12.010 FF, as amended. The current definition of "Immediate family" means spouse, child, parent, son-in-law, daughter-in-law, grandparent, grandchild, sibling, domestic partner and the child, parent, sibling, grandparent or grandchild of the spouse or domestic partner, or child for whom the employee is a primary caregiver.

**Section 8.2. Subpoena Leave.** An employee subpoenaed to testify or appear in a matter as a witness in court or administrative hearing or deposition on which that employee has been assigned to as part of their regular employment shall be paid as part of their regular employment.

### **ARTICLE 9: EMPLOYEE RIGHTS AND UNION PRIVILEGES**

**Section 9.1. Non-Discrimination.** The Employer and/or the Union shall not discriminate against any employee because of race, color, creed, religion, religious affiliation, national origin, age (except by minimum age and retirement provisions), sex, marital status, sexual orientation, gender

1 identity or expression, honorably discharged veteran, military status, Union membership, or any  
2 disability.

3 The parties agree that appropriate actions shall be taken to accommodate employees with  
4 disabilities as may be required under applicable law, and that such accommodations shall take  
5 precedence over any conflicting provisions of this agreement.

6 **Section 9.2. Union Activities.** The Employer agrees that on its premises, Union  
7 representatives designated in advance as authorized to represent the Union, shall be allowed to:

8 A. The Employer agrees to permit the Union board and members reasonable use of  
9 the County's electronic mail system to communicate regarding official Union business. Such  
10 communication shall comply with the County and Department of Public Defense's policies on E-mail  
11 and Internet Use and Computer and Network Use;

12 B. Attend negotiation meetings with the employer on paid time, provided that if the  
13 number of employees attending negotiation meetings is more than two, such number of employees  
14 must be mutually agreed in advance;

15 C. Submit communications authorized by the Union or its officers to the King County  
16 Public Defender or his/her designee;

17 D. Designated Union representatives shall be permitted a reasonable amount of on-  
18 duty time to conduct grievance resolution; and

19 E. Visit the worksite locations of employees covered by this Agreement for the  
20 purpose of conducting union business; provided that the representatives notify the Employer or his  
21 designee of their presence and do not interfere with employees in the performance of their duties.

22 This section shall not apply to access to Department of Adult and Juvenile Detention facilities.

23 **Section 9.3. Bargaining Unit List.** The employer also agrees to provide the Union with  
24 notice of new employee hires within five (5) working days of commencement of employment. The  
25 Employer will provide to new employees a union member card, information regarding union  
26 membership, and a list of shop stewards as provided by the Union.

27 Upon request once per quarter, the Employer will provide to the Union a listing of all  
28 employees covered by this Agreement. Such list shall include name, address, classification, rate of

1 pay, hours of work, and other data as mutually agreed.

2       **Section 9.4. Union Bulletin Board.** The County agrees to permit the Union to post on  
3 designated County bulletin boards any Union material, provided there is sufficient space beyond what  
4 is required by the County for "normal" operations. If sufficient space is not available on County  
5 boards or in areas where County boards are not available, the Union may provide one with location of  
6 same to be determined through mutual agreement of the Union and the Employer.

7       **Section 9.5. Union Information in Mailboxes.** With prior approval, the Employer agrees  
8 that reasonable amounts of union information may be distributed to the mailboxes of represented  
9 employees.

10       **Section 9.6. Shop Stewards.** The Union shall have the right to appoint stewards . Stewards  
11 shall be appointed by Division. The Department shall be furnished with the names of stewards so  
12 appointed. The parties agree that the requirements of the attorney-client privilege, work product  
13 doctrine, or other protections provided by the rules of professional conduct may supersede a steward's  
14 ability to work with or otherwise assist bargaining unit members that are not in the same division as  
15 the steward. Shop stewards shall have reasonable time during regular working hours for the formal  
16 investigation of alleged violations of this Agreement and for processing grievances. Grievants with  
17 whom the steward(s) must meet for the formal investigation and processing of grievances shall be  
18 allowed reasonable time during regular working hours for these purposes; provided that the orderly  
19 process of the Employer's business shall not be disrupted. Employees, stewards, and other Union  
20 representatives will be unimpeded and free from restraint, interference, coercion, discrimination and  
21 reprisal in the investigation and processing of grievances, or otherwise seeking enforcement of this  
22 agreement.

## 23 **ARTICLE 10: MEDICAL, DENTAL AND LIFE INSURANCE**

24       1. Employees shall receive medical, dental, and vision benefits pursuant to the agreement  
25 reached by the Joint Labor Management Insurance Committee. The Union and the County agree to  
26 incorporate changes to employee insurance benefits which the County may implement as a result of  
27 the agreement of the Joint Labor Management Insurance Committee.

28       2. If the Coalition of Unions, pursuant to "Total Compensation" bargaining agree to terms



1 regarding short-term disability insurance before the expiration of this Agreement, the parties agree to  
2 reopen this article for the purpose of making this bargaining unit an early adopter of that agreement.

3 **ARTICLE 11: DISPUTE RESOLUTION PROCEDURE**

4 **Section 11.1. Just Cause.** In the administration of this Article, a basic principle shall be that  
5 discipline should be corrective in nature, rather than punitive, where appropriate. The County shall  
6 follow the principle of progressive discipline. Corrective measures shall be consistent with County  
7 policies and procedures.

8 No employee shall be disciplined except for just cause. Discipline shall include, but is not  
9 limited to verbal and/or written reprimand, suspension, demotion, and/or discharge.

10 **Section 11.2. Certification of Appointed Counsel of Compliance with Standards**  
11 **Required by CrR 3.1 / CrRLJ 3.1 / JuCR 9.2.** All Attorneys who are required to sign a certificate  
12 of appointed counsel must do so unless there is good cause not to. An attorney who refuses to sign a  
13 certification of appointed counsel shall be required to engage in an interactive process with  
14 management to understand, address, and remedy the basis for the refusal to sign.

15 **Section 11.3. Notice of Rights.** When the Employer seeks to meet with an Employee and  
16 that meeting might lead to disciplinary action, the employee shall have the right to request the  
17 presence of a union representative and to be informed of the specific circumstances/issues underlying  
18 the possible disciplinary action, if known at the time. If the employee requests the presence of a  
19 union representative, the Employer shall postpone the meeting with the employee for a reasonable  
20 period of time to obtain a union representative's presence. Prior to the imposition of discipline,  
21 except in an emergency, the employee shall have a reasonable opportunity to respond to the  
22 allegation, which may be at the initial meeting.

23 **Section 11.4. Discipline.** King County recognizes the importance and desirability of settling  
24 grievances promptly and fairly in the interest of continued good employee relations and morale and to  
25 this end the following procedure is outlined. To accomplish this, every effort will be made to settle  
26 grievances at the lowest possible level of supervision. Grievances of verbal reprimands cannot be  
27 submitted beyond Step 4 of this grievance procedure.

28 Employees will be unimpeded and free from restraint, interference, coercion, discrimination

1 or reprisal in seeking adjudication of their grievance(s).

2       **Section 11.4.1. Definition.** Grievance - An allegation of a violation or misapplication of  
3 rights, benefits, or conditions of employment as contained in this Agreement.

4       **Section 11.4.2. Mediation.** In an effort to resolve matters outside of the formal grievance-  
5 arbitration process, by mutual agreement, the parties are encouraged to refer any matter to mediation.  
6 The parties will attempt to conclude mediation within 21 calendar days of the decision to mediate. If  
7 a resolution is not reached in mediation, the parties may resume the grievance and arbitration process  
8 at the appropriate step.

9       **Section 11.4.3. Election of Remedies.** An employee who is covered by this Agreement has  
10 access to either the grievance procedure herein, or the grievance procedure contained in the King  
11 County Personnel Guidelines, as amended. Selection of one procedure will preclude access to the  
12 other to resolve the grievance. Selection must be made at the conclusion of Step 1 of the procedures  
13 set forth in this article. The employee's selection is irrevocable.

14       **Section 11.4.4. Procedure.**

15       **Step 1.** A grievance shall be presented in writing to the employee's immediate  
16 supervisor by the aggrieved employee(s), or by a union representative, within fourteen (14) calendar  
17 days of the occurrence of such grievance or when the employee/union should reasonably have become  
18 aware of the occurrence of the grievance, whichever is later. The grievance shall specify the article  
19 and section of the collective bargaining agreement that has allegedly been violated. The Supervisor  
20 shall gain all relevant facts and shall attempt to adjust the matter and notify the employee, and the  
21 union, of his or her decision within fourteen (14) calendar days of the filing of the grievance. If a  
22 grievance is not pursued to the next higher level within fourteen (14) calendar days of presentation of  
23 the Supervisor's response, it shall be resolved.

24       **Step 2.** If, after thorough discussion with the Supervisor, the decision of the  
25 Supervisor has not resolved the grievance to the satisfaction of the parties, the grievance may be  
26 presented by the Union to the appropriate Division Director or designee. All letters, memoranda, and  
27 other written materials related to the grievance shall be made available for review and consideration  
28 by the Division Director or designee. The parties shall provide to one another any additional related



1 evidence which may be deemed pertinent to the grievance. At the request of the Grievant, the Union,  
2 or the Division Director or designee, a meeting of the parties shall be held for purposes of  
3 investigating and attempted resolution of the grievance. The Division Director or designee shall  
4 make a written decision notifying the employee, a copy of which shall be sent to the Union, within  
5 fourteen (14) calendar days of advancement of the grievance to step two or within fourteen (14)  
6 calendar days of a requested meeting, whichever is later. If the grievance is not pursued to the next  
7 higher level within fourteen (14) calendar days of receipt of the Division Director or designee's  
8 response, it shall be resolved.

9           **Step 3.** If, after thorough evaluation, the decision of the Division Director or designee  
10 has not resolved the grievance to the satisfaction of the parties, the grievance may be presented by the  
11 Union to the King County Public Defender or designee. All letters memoranda, and other written  
12 materials related to the grievance shall be made available for review and consideration of the King  
13 County Public Defender or designee. The parties shall provide to one another any additional related  
14 evidence which may be deemed pertinent to the grievance. The King County Public Defender or  
15 designee will meet with the employee(s) who presented the grievance and the Union representative, if  
16 requested by either party. The King County Public Defender or designee shall render a decision  
17 within fourteen (14) calendar days of the meeting or advancement of the Grievance to step three (3),  
18 whichever is later. If the grievance is not pursued to the next higher level within fourteen (14)  
19 calendar days of receipt of the King County Public Defender or designee's response, it shall be  
20 resolved.

21           **Step 4.** If, after thorough evaluation, the decision of the King County Public Defender  
22 or his or her designee has not resolved the grievance to the satisfaction of the parties, the grievance  
23 may be presented by the Union to the Director of the Office of Labor Relations (OLR) or designee.  
24 All letters memoranda, and other written materials related to the grievance shall be made available for  
25 review and consideration of the Director or designee. The parties shall provide to one another any  
26 additional related evidence which may be deemed pertinent to the grievance. The Director or  
27 designee will meet with the employee(s) who presented the grievance and the Union representative, if  
28 requested by either party. The Director or designee shall render a decision within fourteen (14)

1 calendar days of the meeting or advancement of the Grievance to step four (4), whichever is later. If  
2 the grievance is not pursued to the next higher level within fourteen (14) calendar days of receipt of  
3 the Director or designee's response, it shall be resolved.

4 **Arbitration.** Either the County or the Union may request arbitration within fourteen  
5 (14) days of the decision of the Director of the OLR or designee, and must specify the provision(s) of  
6 this agreement that were allegedly violated, the exact question which it wishes arbitrated, and the  
7 remedy sought. The County and the Union shall then select a third disinterested party to serve as an  
8 arbitrator.

9 In the event that the parties are unable to agree upon an arbitrator, then the arbitrator shall be  
10 selected from a panel of seven (7) arbitrators furnished by the American Arbitration Association,  
11 Washington State Public Employment Relations Commission, or the Federal Mediation and  
12 Conciliation Service, as agreed to by the parties. The arbitrator will be selected from the list by both  
13 the County representative and the Union, each alternately striking a name from the list until only one  
14 name remains. The arbitrator, under voluntary labor arbitration rules of the Agency, shall be asked to  
15 render a decision promptly and the decision of the arbitrator shall be final and binding on both parties.

16 The arbitrator shall have no power to change, alter, detract from or add to the provisions of  
17 this agreement, but shall have the power only to apply and interpret the specific, written provisions of  
18 this Agreement in reaching a decision.

19 The arbitrator's fee and expenses and any court reporter's fee and expenses shall be borne  
20 equally by both parties. Each party shall bear the cost of any witnesses appearing on that party's  
21 behalf. Additionally, each party shall bear the cost of its own attorneys' fees and costs, regardless of  
22 the outcome of the case.

23 No matter may be arbitrated which the County by law has no authority over, has no authority  
24 to change, or has been delegated to any civil service commission or personnel board as defined in  
25 R.C.W. 41.56.

26 **Section 11.4.5. Time Limit Waiver.** The time limits set forth herein may be extended upon  
27 written consent of both parties. Unless a written extension has been granted: the failure of the Union  
28 to pursue the grievance to the appropriate step within the time limits set forth herein shall resolve the

matter and the grievance shall proceed no further, the failure of the County to render a step-decision in the proscribed time limits shall start the time period for the Union to advancement of the grievance to the next step. A grievance may be filed at any step that is mutually agreed upon in writing by the County and the Union. The Union and County may agree in writing to waive any of the above steps.

**Section 11.4.6. Maintaining Client Confidences and Privileged Information.** The parties acknowledge that grievances filed under this dispute resolution procedure may involve information or materials that are subject to the attorney-client privilege, work product doctrine, or other protections provided by the rules of professional conduct or by statutory or constitutional provisions. In the event either party at any time wishes to present such information, after consultation between the parties, the managing attorney for the law office or designee shall provide for the information to be presented while not improperly disclosing client confidences and/or otherwise privileged information.

**Section 11.4.7. Not subject to grievance.** The preamble and introduction of this Agreement shall not be subject to grievance.

## **ARTICLE 12: WORK OUTSIDE OF CLASSIFICATION**

**Section 12.1. Assignment to Special Duty.** Assignment to special duty shall be pursuant to King County Code 3.15.140 as amended.

**Section 12.2. Request for Special Duty.** If there has been a gradual accretion of or a significant change to duties that are outside of a career service employee's classification over a period of 45 days, upon notice the employer shall either relieve the employee of the duties outside of his or her classification or shall place the employee in a special duty assignment and pay grade that accurately reflects those duties.

## **ARTICLE 13: PROMOTIONAL OPPORTUNITIES AND TRANSFERS**

The parties agree that it is beneficial to provide for promotional opportunities for members of the bargaining unit. Therefore, the employer will:

**A.** Periodically review hiring testing procedures with the Labor-Management Committee to ensure they are fair and equitable.

**B.** Develop, in cooperation with the Labor-Management Committee, a process for informing unsuccessful bargaining unit member applicants of the steps that these applicants can take

1 to attempt to enhance their promotional opportunities.

2 **ARTICLE 14: ATTORNEY ROTATIONS AND TRANSFERS**

3 The Union and DPD recognize the benefit of affording attorneys the opportunity to rotate to  
4 different units within DPD divisions, and the importance of attorney professional development, while  
5 still ensuring that client needs and DPD business needs are adequately met. The Union and DPD also  
6 recognize that unnecessary transfer of attorneys can be disruptive to attorneys, client interests and the  
7 attorney-client relationship. Therefore, the following attorney transfer rotation policy applies:

8 A. DPD will manage attorney transfers, as much as possible consistent with client interests  
9 and the interests of other employees, in such a way that permits rotations through different units or  
10 practice areas to provide attorneys with the opportunity to learn new skills (e.g. trial, motions  
11 practice, working with expert witnesses, etc.), practice in different areas of the law, work in different  
12 locations, and provide relief from continuous work in practice areas considered to be more difficult or  
13 stressful. Attorneys may be assigned to work in any practice area and in any office location.

14 B. At least twice a year DPD management shall solicit attorneys' goals for professional  
15 development and practice areas where they are particularly interested in working. DPD will review  
16 requests for transfer and consider whether volunteers for an opening would be appropriate for that  
17 opening before making transfer decisions. All other considerations being equal, DPD will attempt to  
18 transfer attorneys to assignments where they are interested in working.

19 An attorney may request to be transferred out of his or her current assignment at any time by  
20 making a written request to the law office managing attorney. The managing attorney will work with  
21 the attorney to develop a transition plan to another practice area that is consistent with the needs of  
22 the department. After 30 months for felonies, dependencies, and SVP, 24 months for all other  
23 practice areas, an attorney may request to be transferred out of that practice and will be transferred to  
24 another practice area within six months of the request, absent unusual circumstances. Wherever  
25 practicable, an attorney shall receive at least 14 calendar days' notice of their new assignment prior to  
26 being transferred to the new position.

27 C. The written request for transfer should specify the name of the attorney, the length of time  
28 the attorney has served in his or her current unit and in prior units, and any other relevant facts that

1 should be considered when management decides where to place the rotating attorney. An attorney  
2 who requests to rotate to a new unit may also list a preference to rotate to a particular unit or units.  
3 Such preferences shall be considered in transfer decisions.

4 **D.** When filling vacancies or new positions, DPD shall first consider volunteers who have  
5 asked to be transferred into or indicated interest, pursuant to paragraph B above, in the open position.  
6 If DPD determines for articulable reasons that volunteers should not be assigned to the open position  
7 due to client interests, professional development needs of the volunteers or of other lawyers, or due to  
8 other management considerations or if there are not volunteers, DPD may require other attorney(s) to  
9 leave their current unit(s). Managers will consult with attorneys being considered for transfer to learn  
10 whether there are particular considerations that would make the transfer an unusual hardship at that  
11 time. DPD will avoid transferring an attorney involuntarily more than once in a five (5) year period,  
12 without articulable reasons for doing so.

13 **E.** Ordinarily, in the interests of clients and attorneys, attorneys will not be transferred to a  
14 new unit less than 12 months after being placed in his or her current unit absent mutual agreement.  
15 This section does not apply to administrative transfers due to exigent circumstances.

16 **F.** Whenever practicable, the departing attorney and the incoming attorney will be given a  
17 period of overlap to facilitate an orderly caseload transition. Ordinarily an attorney shall not be  
18 assigned any case that is set for trial within 14 days of assignment to the new unit. DPD shall  
19 consider the impact of transferred caseloads on workload capacity of attorneys on a case by case  
20 basis, and supervisors will meet with attorneys who have transferred into their division to discuss  
21 what if any accommodation is being made for the impact of the transfer.

22 **G.** Upon request, if an attorney is not transferred to an open position to which she or he had  
23 asked to be assigned, the manager who made the transfer decision shall explain the reason the  
24 attorney was not transferred, if it pertains to the situation, preparation or skills of that attorney, and  
25 shall discuss with that attorney possible strategies for addressing those issues such that the desired  
26 transfer might be possible in the future. This shall not obligate DPD or any manager to provide  
27 reasons for transfer decisions that do not pertain to the inquiring lawyer.

28 **H.** The decision to transfer an attorney shall not be subject to grievance, but failure to follow

the above procedures is grievable.

I. The time periods set forth in paragraph B start running July 1, 2014.

#### **ARTICLE 15: CONTRACTING OUT**

King County may contract out work, provided that the contracting out of work does not lead directly or indirectly to the layoff of bargaining units positions. Reasons to contract out work include emergencies, business necessity, conflict of interest, temporary augmentation of the work force, expert services, and assignment to the conflict panel for public defense services.

#### **ARTICLE 16: HOURS OF WORK AND OVERTIME**

**Section 16.1. Standard Work Week.** For Fair Labor Standards Act ("FLSA") non-exempt employees, the regular work week shall consist of five consecutive eight hour days totaling 40 hours per week. FLSA exempt employees are required to work the hours needed to perform their duties.

Pursuant to DPD and King County policy, employees may apply for alternative work schedules, including, but not limited to, alternative start and end times.

**Section 16.2. Breaks.** Employees shall be granted an unpaid meal period of no less than 30 minutes for each five hours worked and a paid rest period of 15 minutes for each four hours worked. Meal and rest periods shall be administered pursuant to the King County Personnel Guidelines, as amended. An employee may elect, with the agreement of his or her supervisor, to take his or her 15 minute breaks incrementally, so long as the total is 15 minutes during the first four hours and 15 minutes during the second four hours.

**Section 16.3. Overtime.** FLSA non-exempt employees shall be eligible for overtime pay. All work performed by an FLSA non-exempt employee over forty hours in any FLSA workweek shall be paid at the overtime rate in accordance with the FLSA.

Overtime pay must be approved by a supervisor in advance except in a situation in which the supervisor cannot be reached and it is readily apparent to the staff member and/or the client's attorney that the client's representation will be harmed by the delay.

An employee may request compensatory time in lieu of overtime pay. Approval to accrue compensatory time in lieu of overtime pay is at the discretion of management. Such requests shall be



1 made prior to submission of employee time sheets. Administration of compensatory time shall be in  
2 accordance with the Personnel Guidelines, as amended.

3 Management may not require non-exempt employees to adjust their regular schedules to avoid  
4 paying overtime, with the exception of investigators, as described below.

5 **Section 16.4. Flexible Hours Protected for Non-Exempt Employees.** With management  
6 approval, employee schedules may be flexed to complete his or her assigned tasks, duties and  
7 responsibilities. All hours worked beyond 10 in any single day shall be paid at the daily overtime rate  
8 of one and one half times the employee's base rate of pay, regardless if the employee works more  
9 than 40 hours during that FLSA work week. Nothing in this article shall prohibit management from  
10 limiting the total number of hours worked by non-exempt employee to 40 hours per FLSA work  
11 week.

12 **Section 16.5. Investigators.** It is understood that Investigators may need to flex their normal  
13 work day schedule in order to accommodate late night and early morning interviews. This shall be  
14 accomplished by adjusting normal work day start times and the end of normal work day times without  
15 the use of split-shifts, unless the investigator chooses to work a split shift. A split shift is any  
16 uncompensated period during an employee's workday, exclusive of an unpaid lunch period.

17 **Section 16.6. Flexible working hours.** It is understood that flexible working hours are a  
18 necessary part of the job for most DPD classifications and that work outside of regular office hours  
19 may be necessary.

20 Pursuant to the management rights clause, Employees may be assigned to alternative work  
21 schedules to meet the operational needs of the department. No employee's regular schedule shall be  
22 changed without two weeks' advance notice, except in exigent circumstances.

23 **ARTICLE 17: CASE ASSIGNMENT WHILE ON LEAVE**

24 Except under unusual circumstances, such as but not limited to a new case with a current  
25 client, supervisors will avoid assigning new cases to an attorney when a scheduled hearing will occur  
26 during an attorney's approved leave of three (3) days or more, if that leave was requested more than  
27 21 days in advance.

28 An attorney taking three (3) or more consecutive days of leave shall not receive any case

1 assignment while on leave with a hearing scheduled on the day of his or her return from leave unless  
2 the hearing can be handled by another attorney.

3       Upon request by an attorney who is going on approved leave of three days or more requested  
4 more than 21 days in advance, the attorney's supervisor shall consult with the attorney about  
5 additional case assignment relief and coverage that is helpful under the particular circumstances, and  
6 possible given the workloads of others in the relevant division.

7       In the case of matters assigned to mitigation specialists, paralegals and investigators, assigned  
8 tasks shall have due-dates that allow assigned tasks to be generally completed with normal work  
9 hours upon the employee's return from leave, subject to exceptional circumstances that require  
10 additional work.

#### 11 **ARTICLE 18: ATTORNEY EXECUTIVE LEAVE**

12       Employees may be granted Executive Leave pursuant to the King County Code, Policy, and  
13 the Personnel Guidelines, as amended, subject to the following modifications.

14       **Section 18.1.** Each FLSA exempt employee will be granted a minimum of four (4) days of  
15 executive leave annually, prorated for employment that begins at a time other than the beginning of  
16 the year or for temporary assignments that are anticipated to last less than a full calendar year. In  
17 addition to these four days of executive leave, exempt employees may be granted up to 6 additional  
18 days of executive leave in recognition of excess work or performance expectations.

19       **Section 18.2.** No more than 10 days of executive leave will be granted in any calendar year.  
20 The mandatory executive leave award will appear no later than the Employee's paycheck resulting  
21 from the first full pay period in January or the paycheck resulting from the first full pay period in an  
22 eligible position. Executive leave must be used in the payroll year granted and cannot be carried into  
23 the next payroll year or cashed out. No executive leave will be paid in cash except in the event of an  
24 Employee's death. In such cases, all unused executive leave will be paid to the Employee's estate.

#### 25 **ARTICLE 19: MISCELLANEOUS**

26       **Section 19.1. Union Information Requests.** Consistent with RCW 41.56 et seq. the  
27 Employer will provide information to the Union that is necessary to administer this Agreement.

28       **Section 19.2. Professional Affiliations.** King County shall directly pay for public defenders'



Washington State bar dues as well as their membership in the Washington Defender Association. Additionally, King County shall reimburse all other employees for all professional licensing fees that are required to hold their positions with King County.

**Section 19.3. Personnel Records.** Upon receiving a formal request under the Public Disclosure Act, RCW 42.56, for any records related to an employee, including, but not limited to all or part of a personnel file, the affected employee shall be notified of the request. The employee shall be given three (3) working days to provide any reason for not releasing the requested documents. If the Employer concludes that the documents should not be released, it will not release the documents and will defend such failure to release in court, if necessary. If the Employer concludes the documents should be released, it will so notify the affected employee. If no order preventing release of the records is received within fourteen (14) calendar days from the employer notifying the employee of the decision to release the document, the employer will release the records.

**Section 19.4. Employee Assistance Program.** Employees are encouraged to access the Employee Assistance Program of King County for emotional distress due to job-related violence, threats of violence, or due to the circumstances of a particular case or cumulative effects of multiple cases, including secondary trauma.

**Section 19.5. Access to Reports from Case Management System.** Upon request employees shall be provided reports showing work load assignments for themselves and/or other employees in their law office.

## **ARTICLE 20: REDUCTIONS IN FORCE/LAYOFFS/SENIORITY**

**Section 20.1. Pre-Layoff Meeting.** When the need for a reduction in force/layoff is anticipated, the County and the Union shall meet a minimum of ninety (90) days prior to the anticipated reduction in force and jointly endeavor to find ways to minimize, or eliminate, the need for involuntary layoff(s). Ways to minimize, or eliminate the need for involuntary layoff(s) may include, but are not limited to, seeking volunteers for layoff, job sharing, and other alternative work schedules, seeking volunteers for leaves of absence, offering early retirement, and cost saving measures. The parties shall discuss eligibility for unemployment benefits for any employees that volunteer for unemployment.

1       **Section 20.2. Layoff.** In the event the County determines that a layoff is necessary, the  
 2 County shall select the employee(s) to be laid-off in a way that preserves the Department's ability to  
 3 best serve and represent public defense clients. The Department will determine the Division(s) in  
 4 which the layoff(s) will occur based on the business needs of the Department. Factors to be  
 5 considered in the selection of employee(s) for layoff include relevant experience, skills and abilities.  
 6 Where employees are approximately equally situated with respect to those qualities seniority shall  
 7 determine which employee(s) are selected for layoff. Seniority is defined as the total length of service  
 8 within the Department of Public Defense and any of the predecessor agencies -ACA, EDA, NDA,  
 9 OPD, PDA, SCRAP or TDA.

10       **Section 20.3. Written Notice of Layoff.** When the elimination of a position will result in an  
 11 employee(s) being laid off, the County will provide written notice to the Union and the affected  
 12 employee(s) at least thirty (30) calendar days prior to the effective date of the layoff.

13       **Section 20.4. Order of Layoff.** When a reduction in force is necessary in a particular job  
 14 classification(s), temporary and/or probationary employees working in said classification(s) in the  
 15 division(s) designated for layoff will be the first laid off.

16       **Section 20.5. Placement.** The County shall attempt to place all employees scheduled for  
 17 layoff into vacant positions for which they qualify. Such qualifications shall be determined by the  
 18 County. Employees may access King County Career Support Services (CSS) as applicable under the  
 19 CSS program. The County shall adhere to the procedures to the County's Workforce Management  
 20 Plan, as amended, except as otherwise provided in this Agreement, regarding the placement of laid  
 21 off employees to positions within the bargaining unit.

22       **Section 20.6. Laid Off Employees Recall List.**

23       **20.6.1.** All laid-off employees may continue to be enrolled in medical and dental insurance  
 24 programs pursuant to COBRA by paying the cost of continuing these benefits, as required by law.

25       **20.6.2.** Each Division shall maintain a Recall List, by seniority in classification, of all laid off  
 26 employees. Laid off employees shall maintain his or her placement on the seniority list for recall for  
 27 a period of two (2) years from the effective date of the layoff unless recalled. An employee retains his  
 28 or her recall rights even if he or she accepts another classification or temporary position with the

County.

**A. Recall of Public Defender 1 Classified Employees**

Provided the employee has the necessary knowledge, skills and experience for the position being filled, recall will be by seniority among the Public Defenders on the division's recall list. The business needs of the Department, including best serving client interests and efficient organization of work, will determine the division in which recall occurs. In no event shall an employee be recalled to a higher paid classification than the one from which he or she was laid off.

**B. Recall of Non-Attorney Classified Employees**

Provided the employee has the necessary knowledge, skills and experience for the position being filled, recall will be by seniority among the employees on the division's recall list where the most senior employee in the classification or classification series, if applicable, will be recalled first. In no event shall an employee be recalled to a higher paid classification than the one from which he or she was laid off.

**20.6.3.** Notice of recall shall be in writing by certified mail at the employee's address on file. In the event an offer of recall is not accepted within five (5) calendar days of notice, the lack of response may be considered a refusal and the offer withdrawn and made to the next qualified employee in seniority order. A second refusal of a recall offer to the same classification from which an employee was laid off shall result in removal of the employee from the recall list.

**20.6.4.** In addition to the Recall lists maintained by division, the Department shall maintain a department wide recall list which includes all DPD employees from the divisions' recall lists. If a particular division has an opening or openings which cannot be filled from that division's recall list (either because all employees on the list within the classification being recalled declined the opening(s) or because no one remains on the recall list), then the position(s) shall be filled by recalling, in order of seniority, qualified employees on the DPD recall list, unless doing so is not manageable in the view of DPD because of conflict of interest issues.

**20.6.5.** The County will use bargaining unit employees, in order of seniority, who are on the recall list to fill temporary positions performing bargaining unit work in their classification series before employing anyone else, provided the employee is qualified to perform the work, unless doing

so is not manageable in the view of DPD because of conflict of interest issues. An employee on the recall list who is offered temporary work may decline the temporary work without jeopardizing his or her recall rights under this section.

**20.6.6.** An employee recalled within two (2) years from the time of layoff will have his or her vacation leave accrual rate and any forfeited sick leave accruals restored.

**Section 20.7. Layoff Reopener.** In the event of a catastrophic change in circumstances (e.g., loss of an entire practice area such as Seattle Municipal Court or special commitment cases), the issue of Reduction in Force may be reopened for bargaining at the request of either party. In the event that no changes are agreed to, the existing contract language shall continue to be binding on the parties.

## **ARTICLE 21: TRAINING FUNDING**

**A.** DPD shall provide (in house or otherwise) at no cost at least 15 credit hours approved for WSBA CLE credit of continuing education courses for attorneys in relevant subject areas every year.

**B.** When an employee's supervisor has approved attendance at training during regular work hours, such time shall be paid work time.

**C.** If the training is sought by the employee but is not approved by DPD as part of the employee's work, and if it occurs during regular work hours, supervisors may but are not required to authorize an adjusted schedule to avoid the employee needing to take paid leave to attend and/or travel to the training.

**D.** DPD shall provide (in house or otherwise) at no cost to employees other than attorneys the amount of training and supervision necessary to maintain any professional licenses or qualifications required by DPD as a condition of their employment.

**E.** DPD will make efforts to provide ongoing training needed for non-attorney staff to perform and excel at their jobs.

**F.** At any time, the union may request that DPD discuss the training needs of employees in the Department of Public Defense, as well as issues of equitable distribution of training funds, the focus of in-house training programs, and any other topics on the subject of training and professional development.

**ARTICLE 22: BILINGUAL PREMIUM PAY**

Employee(s) who are substantially bilingual and are assigned by management to regularly use their skills in a language other than English in the performance of their work duties will be paid a bilingual premium of \$50 per month. This assignment will be renewed annually and may be terminated at any time.

Such employee(s) will be required to demonstrate their bilingual ability, but are not required to be certified by the State of Washington as a translator/interpreter. The County retains the right to contract for translators/interpreters as appropriate. It is understood by the parties that the work performed by the bilingual speaker provided for under this Section shall not supplant the work of Court Certified Interpreters/Translators.

This article shall only apply prospectively from the date of implementation of this Agreement.

**ARTICLE 23: TRANSPORTATION BENEFITS**

King County shall provide all employees with public transit benefits consistent with those granted by the King County Code 3.12.188, as amended. King County shall pay the actual and necessary costs of transportation in the course of conducting official County business consistent with King County's Executive Policy on Authorized Travel, Meal, and Expense Reimbursement for County Employees, PER 17-1-3 (AEP), as amended.

Employees may be authorized by their supervisor to use their private automobiles in lieu of a County vehicle and shall be reimbursed in accordance with King County Code 3.28.010 and 3.28.020, as amended. Reimbursement for mileage shall be consistent with County ordinance approved mileage rates for business-related travel and reimbursement for parking shall be the actual cost.

**ARTICLE 24: CASELOAD STANDARDS**

**Section 24.1. Caseload Standards.** The Union and the DPD are committed to providing indigent defense services of the highest quality. The Union and the DPD recognize that the provision of high quality indigent defense services requires adequate attorney, paralegal, investigative, mitigation/social work, and support staff, as well as adequate non-staff resources to investigate, prepare, and present cases. DPD recognizes that caseloads must be limited to ensure that King County public defenders are able to provide high quality representation to their clients.

**Section 24.2. Adherence to Caseload Standards.** DPD will maintain caseload standards that, in the judgment of DPD, conform to applicable standards and requirements. Attorney case assignments will not exceed DPD's caseload standards except as provided in this paragraph. It is understood that hiring gaps, staffing changes and contract requirements with funding agencies may occasionally cause assignments in excess of DPD policy. When this occurs, DPD will work to return to DPD workload limits within three months. Additionally, assignments to attorneys may exceed DPD workload limits when that occurs by virtue of DPD awarding supplemental credit for additional work on a case/cases. In such a case, the attorney and his or her supervisor will discuss ways to return to the DPD caseload ceiling within a reasonable period, which may involve limiting supplemental credits in a particular case/cases.

**Section 24.3. Attorney Caseload Limits.** DPD agrees to, at a minimum, adhere to attorney workload standards in effect per DPD policy as of August 1, 2015. Nothing in this section precludes DPD from applying a supplemental credit system in additional practice areas.

**Section 24.4. Caseload Relief.** The caseload restrictions provided for herein do not preclude employees from requesting relief from caseloads which, even though they are assigned in conformance with these restrictions, are, in the opinion of the employee, excessive. The supervisor will meet with the employee who requests relief in order to review the employee's caseload assignment, to consider any circumstances brought to his/her attention by the employee, and to attempt to resolve the problem. Such circumstances include, but are not limited to, case complexity or extended absences from the office during a calendar month.

**Section 24.5. Time Records.** Attorneys, investigators, paralegals and mitigation specialists shall track and record time worked on their cases in a time-tracking system approved by DPD. DPD shall award credit for extra time worked on cases that have already been assigned, per DPD case credit policies, within two weeks of receiving the record of additional time worked on a given case.

**Section 24.6. Investigator, Social Worker/Mitigation, Paralegal and Clerical Staff Workloads.**

**A.** Deadlines and workload expectations shall be assigned with the understanding that paraprofessional and clerical staff have a 40 hour work week with occasional overtime available to



1 complete all assigned tasks. On occasion, DPD business needs may require the assignment of more  
2 tasks or more complex tasks that can be completed before the aspirational deadline. When this  
3 occurs, supervisors will assist the assigned employee in prioritizing his or her workload to best meet  
4 DPD client and attorney needs, understanding that not all assigned work can be completed by the  
5 optimal deadline.

6 **B.** If case assignments are too high to allow complete, timely performance on  
7 assigned cases within the standard work week, DPD will take that into consideration in any  
8 performance assessments, promotions, or corrective action. If an employee notifies his or her  
9 supervisor that he or she has been assigned more case tasks than can in the employee's opinion be  
10 completed in a timely manner, the supervisor and employee shall engage in an interactive process to  
11 address and remedy workload concerns.

12 **C.** The parties agree, upon the request of either party, to convene a labor-management  
13 group to discuss any issues regarding the reasonableness of work assignments for these employees,  
14 including whether a numerical case standard is appropriate.

15 **D.** DPD will apply support staff ratios equivalent to the total support staffing level  
16 required in the 2011 WSBA Standards for Indigent Defense, unless those standards are modified by  
17 the WSBA. This provision shall be applied to support staff ratios in each of DPD's law offices, not  
18 attorney by attorney.

19 **Section 24.7. On-Call Legal Service Assignments:** Both DPD and the Union have a shared  
20 interest in ensuring that DPD provides high quality and effective on-call legal services without  
21 jeopardizing attorneys' representation of their assigned clients. On-call legal services will be  
22 assigned pursuant to DPD policy, as amended, to DPD attorneys as part of their regular work  
23 assignments. The parties agree that future amendments to the policy that substantially increase the  
24 frequency of assignment of on-call work outside of core hours shall be bargained. The County shall  
25 have the right, without bargaining, to create dedicated on-call attorney positions.

## 26 **ARTICLE 25: PROBATIONARY PERIODS**

27 All newly-hired, re-employed, or employees promoted, demoted, or transferred to another  
28 position in DPD, excluding career service employees who have been recalled from layoff to the same

position they were laid off from, shall be employed in a probationary status for a period of six (6) months. Probation may be extended beyond six (6) months to a maximum of 12 months by mutual agreement of the parties.

The employer shall count time spent performing the same job as a temporary employee, special duty assignment, or in the case of a reclassification to a higher classification, time spent performing the work of the higher classification towards fulfilling the probationary time period. This shall not constitute a waiver of the probation evaluation.

In no event shall an employee become a member of the career service without successfully completing a probation period.

## **ARTICLE 26: WAGE RATES AND COLAS**

**Section 26.1.** Wage rates under this Agreement shall be retroactive to January 1, 2015. The 2015 wages for employees in the bargaining unit are set forth in Addendum A of this agreement.

### **Section 26.2. Public Defense Attorney 1 step progression**

**A. Initial Step placement.** Employees hired into the Public Defense Attorney 1 classification on or after January 1, 2015, shall be placed between initial steps 1 through 11 of the Public Defense Attorney 1 wage addendum at the exclusive discretion of management and not subject to grievance.

**B. Step Progression.** Initial step progression, advancement to and between senior levels and, step progression for employees classified as a Public Defense Attorney 1 shall be as follows:

**i. For Initial Steps 1-11.** Each Public Defense Attorney 1 who is currently at initial steps 1-10 of the Public Defense Attorney 1 wage addendum shall advance a single step per year on the most recent anniversary date of their hire to King County or to a public defense agency that contracted for public defense services with King County, whichever occurred first. Employees who are at step 11 of the Public Defense Attorney 1 wage addendum shall not advance to a higher rate of pay unless placed into senior level 1 pursuant to the rules set forth below.

**ii. For Senior Level 1.** Each Public Defense Attorney 1 who is at step 5 or higher of the initial steps may, when a recruitment is being run, apply for placement into senior level



1 1. Selection of candidates for placement into senior level 1 shall be made pursuant to the  
2 requirements set forth in section 26.6 of this article.

3 An employee selected for placement into senior level 1 shall be placed at step 12 of the Public  
4 Defense Attorney 1 wage table. Step progression between the salary steps of senior level 1 shall  
5 occur on the anniversary of the effective date of the employee's placement into senior level 1. An  
6 employee shall not advance more than one salary step at a time. Employees classified as a Public  
7 Defense Attorney 1 who are at step 18 shall not advance to a higher step unless placed into senior  
8 level 2, pursuant to the rules set forth below.

9 **iii. For Senior Level 2-5.** Each Public Defense Attorney 1 who has been in a  
10 senior level for approximately one year, when a recruitment is being run, may apply for placement  
11 into the next higher senior level. Selection of candidates for placement into senior levels 2-5 shall be  
12 made pursuant to the requirements set forth in section 26.6 of this article.

13 An employee selected for placement into a higher senior level shall be placed at the lowest  
14 step of the senior level they are moving into. Step progression between the salary steps of a senior  
15 level shall occur on the anniversary of the effective date of the employee's placement into said senior  
16 level. An employee shall not advance more than one salary step at a time. Employees classified as a  
17 Public Defense Attorney 1 who are at the highest available step of a senior level shall not advance to  
18 a higher step unless placed into a higher senior level, if one is available.

19 **C. Use of "Senior" Job Title.** An employee who is placed in a senior level may use  
20 the working job title of "Senior" plus the applicable reference number of the senior level the  
21 employee is in. For example, a Public Defense Attorney 1 in senior level 3 may use the working job  
22 title of "Senior 3."

23 **Section 26.3. Non-Attorney Step Progression.** Employees may receive within-range  
24 increases from one step to the next higher step upon satisfactory completion of the probationary  
25 period, provided the employee was hired at step one. Thereafter, an employee shall receive a step  
26 increase annually on the employee's adjusted service date. In no event shall a non-Attorney employee  
27 receive pay in excess of step 10 of his or her salary range.

28 **Section 26.4. Step placement upon change of classification/promotion.** An existing

1 employee who receives a promotion or upward change of classification shall be placed on his or her  
2 new wage scale pursuant to the rules that are set forth in the Personnel Guideline Manual, as  
3 amended. In no case shall a promotion result in a reduction in pay.

4 **Section 26.5. Cost of living adjustments (COLA).** Beginning January 1, 2015, Employees  
5 shall receive annual cost of living adjustments to their pay scales according to the Memorandum of  
6 Agreement by and between King County and Various Unions, including SEIU, Local 925 DPD  
7 Chapter, addressing "Total Compensation" Coalition Bargaining; 2015-2016 Budget; and Cost-of-  
8 living Wage Adjustments for King County Coalition of Labor Unions Bargaining Unit Members  
9 2015-2016.

10 A. Effective January 1, 2015, Employees shall be eligible to receive an increase of  
11 two percent (2%). This increase is included in the wage scale addendum,

12 B. Effective January 1, 2016, Employees shall be eligible to receive an increase of  
13 two and one quarter percent (2.25%).

14 **Section 26.6. Senior Step Progression Selection.**

15 **Statement of Principle:** The Department of Public Defense (DPD) will utilize senior levels  
16 to recruit, recognize, and retain talented, accomplished attorneys who are leaders in our practice and  
17 who might otherwise eventually leave the Department for federal or private practice or other more  
18 highly-compensated positions. This is to provide appropriate recognition and compensation for the  
19 valuable public service of providing defense with distinction over time, to ensure that public  
20 defenders can achieve comparable compensation levels to the King County Prosecutor's Office, and  
21 to ensure that DPD is competitive nationally in recruiting and retaining the strongest attorneys.

22 DPD expects to place senior level attorneys throughout our practice areas to provide  
23 leadership, mentoring, and set practice standards. Senior level assignment is portable (travels with  
24 the attorney) and senior attorneys will be transferred and assigned in keeping with their divisions'  
25 changing needs and as appropriate to their professional development.

26 **Criteria:** Attorneys selected for placement in senior levels will have demonstrated exemplary  
27 skills and reflect the values promoted by the Department of Public Defense. All attorneys selected for  
28 senior level placement must meet the minimum requirements outlined below:

1       **Client-Centered Representation:** Consistently deals respectfully and thoughtfully with  
2 clients, by maintaining strong attorney-client communication, thoroughly identifying the issues and  
3 concerns bearing on the client's particular goals for the representation and advancing those goals with  
4 skill, creativity, and commitment; demonstrated awareness of and integration of collateral  
5 consequences of justice system involvement as they bear on the client's goals for the representation.

6       **Work Ethic And Workload Management:** Diligent in and outside the office in preparing  
7 for and completing responsibilities; available and willing to assist with coverage as needed; offers to  
8 share expertise and experience with colleagues; identifies workload issues timely and advises  
9 supervisors; reports time accurately and promptly; closes cases timely; responds promptly to  
10 colleagues, court, and opposing counsel; demonstrates initiative.

11       **Legal Knowledge:** Identifies legal issues timely and accurately; demonstrates awareness of  
12 emerging legal issues and strategies; makes effective and appropriate motions pre- and post-  
13 disposition; makes effective use of experts.

14       **Trial And Case Preparation Skills:** Deals effectively with opposing experts; effective at  
15 identifying, preparing, and presenting witnesses and cross-examining opposing witnesses; effectively  
16 directs investigation; makes an effective record for appeal; is prepared and persuasive in oral  
17 advocacy; is a creative advocate, developing case-specific strategies as needed to advance the client's  
18 goals.

19       **Writing Skills:** Produces appropriate and high quality written work, including motions, trial  
20 memoranda, pre-sentence reports, proposed findings and conclusions, writs and/or appellate briefing.

21       **Professionalism:** Consistently demonstrates courtesy and respect to colleagues and other  
22 justice system participants.

23       **Mentoring/Leadership:** Actively mentors less experienced attorneys or attorneys new to a  
24 practice area; is perceived as a knowledgeable and accessible resource for colleagues; has participated  
25 in training presentations; has demonstrated initiative in suggesting improvements in the division,  
26 department, or in the justice system.

27       **Promotions Process:** The senior level selection process is intended to recommend to the  
28 Public Defender those candidates who best demonstrate the qualities valued by DPD. These qualities

1 may change over time due to shifts in DPD practice areas, changes in the skills needed to excel in  
2 various practice areas, emerging challenges faced by and needs of the Department, and changes in the  
3 justice system landscape. Attorneys selected to the senior levels are likely to have demonstrated  
4 excellence in diverse ways and areas, though all will meet the threshold qualifications specified under  
5 "Criteria" above.

6 The number of available senior level positions will vary depending on budget and parity  
7 considerations; thus, deserving candidates may not always be selected when they first apply, as the  
8 number of appropriate candidates may exceed DPD's capacity to promote attorneys into senior levels.  
9 If there are open position(s), an annual promotion process will be open to all attorneys at or above  
10 Step 5, for senior level one, and to all attorneys already placed in senior levels, for promotion to the  
11 next senior level (step progression within a senior level does not require participating in the  
12 promotions process). No attorney will be considered for senior level placement or advancement  
13 unless he or she requests consideration.

14 Annually, the Public Defender will appoint members of a Promotions Committee, who will be  
15 DPD supervisors and/or managers and will include representatives from each of the DPD divisions.  
16 The Committee will be chaired by the Public Defender or designee. The Committee will call for  
17 applications from attorneys eligible for promotion and will provide at least 60 days for submission of  
18 applications. The application will include a statement of interest in which the applicant identifies  
19 reasons she or he should be recognized with senior level promotion, a list of current and prior  
20 supervisors, a writing sample, the type of advocacy work the applicant has engaged in meriting  
21 consideration for promotion, a description of cases or work that the applicant believes demonstrates  
22 his or her exceptional skills, and other information specified in the application form, including  
23 disclosure of any bar or court sanctions or disciplinary action. The applicant may attach any  
24 supplementary materials he or she would like the Committee to review.

25 The Criteria listed in 26.6 are core competencies that all attorneys seeking consideration for  
26 advancement into senior level placement should meet. DPD values all areas of practice, and seeks to  
27 advance attorneys working in a broad spectrum of practice areas. To that end, there are no specific  
28 criteria outlined to qualify for each senior level. Instead, DPD will consider candidates based on

1 criteria including, but not limited to, years of public defense and related outside practice, efficacy in  
2 managing caseloads, depth and breadth of experience in differing areas of practice, case preparation,  
3 writing and research skills, negotiation skills, courtroom skills, willingness and ability to mentor and  
4 train colleagues, skill in working with particularly vulnerable or challenging clients, exercise of  
5 independent judgment and professionalism, ability to work effectively with non-attorney staff,  
6 knowledge of varying levels of the criminal justice system and collateral consequences, efficacy of  
7 professional relationships in the criminal justice system, special skills and qualifications such as death  
8 penalty certification and specialized training to work with specific populations, skills in preparing and  
9 arguing writs and appeals, and leadership. DPD intends to recognize both attorneys primarily  
10 interested in challenging individual representation assignments as well as those who engage in other  
11 types of client advocacy including legislative and policy-related work, in recognition that both types  
12 of work advance the rights of our clients. In choosing candidates to advance to senior levels, the  
13 Promotions Committee shall strive to maintain a diversity in areas of practice and means of advocacy  
14 in the ranks of senior attorneys.

15 After the application deadline, the Promotions Committee will meet and assign follow-up  
16 review responsibilities to Committee members. Each applicant will be reviewed by one manager  
17 from her or his division and one manager from outside her or his division (the review team). Review  
18 will include but is not limited to: interviewing the applicant's current and former supervisor(s) if  
19 available, interviewing attorney and non-attorney staff colleagues and others well-situated to know  
20 the applicant's performance; review of the applicant's personnel file by the manager in her or his  
21 division, and summary of that review for the other manager involved in assessing the applicant; and  
22 review of any other materials or references identified by the applicant.

23 The Committee Chair will circulate a list of all applicants for advancement to all DPD  
24 employees, inviting comment on the qualifications of any applicant by a specified date.

25 The review team will make a confidential written report assessing the qualifications of the  
26 applicant for senior level placement. The reports will be presented to the full Committee and  
27 discussed in a meeting attended by all Committee members. After review of the reports, any  
28 comment from DPD employees, and Committee discussion, the Committee will submit a confidential

memo to the Public Defender identifying attorneys appropriate for promotion at each senior level, and listing the qualified applicants in the order of priority for promotion.

While the Committee will be mindful of the need to recognize attorney accomplishment in each DPD division, there will be no per se ratio of senior level assignment to the various divisions. Attorneys practicing in all divisions and who have attained distinction in any DPD practice area are eligible for promotion. It is a goal to have attorneys in senior levels assigned to various DPD practice areas to provide leadership in each area and mentoring to all attorneys.

Attorneys not promoted shall be able to meet, upon the attorney's request, with a member of the Promotions Committee to learn the reasons they were not promoted, which could be that they were deemed qualified but there were not sufficient places available to allow their selection that year, or that they were not deemed qualified. The goal of the review is to provide suggestions for improving the likelihood of selection in the future. This meeting shall be scheduled within 60 days of the employee's request. The determination to promote or not promote an individual attorney shall not be subject to grievance.

If an attorney who is qualified for promotion but is not promoted due to lack of available positions chooses to apply for an opening the following year he or she may elect to rely on the prior year's assessment.

In recognition of the untested nature of the senior process, the parties agree to continue discussions about it through the life of this contract. This article may be reopened at the request of either party. In the event that changes are not agreed to by both parties, the contract language will remain in effect.

## **ARTICLE 27: PROFESSIONAL RESPONSIBILITY**

**27.1. Professional Obligations.** The Employer and Union expressly acknowledge and recognize the unique status of attorneys as officers of the court. As such, attorneys shall be and remain members in good standing of the Washington State Bar Association and shall otherwise at all times conduct themselves in conformity with their oath-based obligations and responsibilities. Nothing in this Agreement shall be construed so as to interfere with, inhibit, or otherwise affect the obligations and responsibilities of defenders as lawyers as imposed by the WSBA and Rules of



1 Professional Conduct.

2 It is recognized that all staff members are bound by the attorney-client privilege and by the  
3 ethical obligations imposed by the Washington and United States Constitutions and any applicable  
4 codes of conduct, including the Rules of Professional Conduct.

5 **27.2. Vertical Representation.** DPD and the Union recognize that clients generally benefit  
6 when attorneys represent their clients continuously from the inception of a case to the conclusion.  
7 Accordingly, the ordinary practice will be to assign a case to a particular attorney at or near the time a  
8 case is filed and for that attorney to represent the client throughout the case until the case is  
9 concluded. Cases may also be reassigned from one attorney to another due to rotation or transfer, due  
10 to the necessity to equalize case distributions within a given unit, or for other case or client-specific  
11 reasons. This section does not prohibit DPD from utilizing occasional coverage provided by other  
12 attorneys at the direction of the attorney of record.

13 **ARTICLE 28: ACCESS TO LEGAL RESEARCH MATERIALS.**

14 The County shall provide employee access to legal research materials that are comparable to  
15 the legal research materials to which the employees of the King County Prosecuting Attorney's Office  
16 have access. Access to law enforcement databases shall be subject to the applicable rules regulating  
17 access to such databases. Concerns regarding this article and access to legal research materials may  
18 be raised to the joint Labor-Management Committee for discussion.

19 **ARTICLE 29: MALPRACTICE INSURANCE, DUTY TO DEFEND, AND**  
20 **INDEMNIFICATION**

21 The County shall indemnify and defend DPD employees as provided in King County Code  
22 section 2.21.

23 The County shall indemnify and defend former DPD employees against claims made for acts,  
24 errors, or omissions alleged to have occurred within the scope of their official duties during their  
25 employment by DPD. The County shall do so to the same extent and under the same conditions  
26 specified in King County Code Section 2.21.

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**ARTICLE 30: COUNTY TO INSURE AND DEFEND IN CONTEMPT AND  
DISCIPLINARY PROCEEDINGS**

During the term of this Agreement, the County will provide a legal defense in contempt proceedings initiated against an attorney during their employment at DPD. Contempt proceedings must arise or result from any act, error, or omission in professional services rendered or which should have been rendered in the attorney's professional capacity as a lawyer while providing legal services as a DPD employee. Contempt proceedings shall include criminal or civil proceedings and shall include any summary determinations by a court of competent jurisdiction that the attorney has committed contempt.

Consistent with King County Code 2.21.090(F.1) and (F.2), the County will provide legal representation and indemnification for bar association disciplinary proceedings brought against an attorney during the period of this Agreement. During the term of this agreement, the definition of "alleged violations of civil or criminal law" contained in KCC 2.21.090(F) shall also include criminal or civil contempt proceedings or summary determinations by a court of competent jurisdiction that a member(s) of the bargaining unit has committed contempt.

**ARTICLE 31: LABOR-MANAGEMENT**

The County and the Union agree to establish a joint Labor-Management Committee (LMC) for the purpose of discussing matters or concerns of either party. Grievances, unfair labor practices, lawsuits and disciplinary matters are not subjects for discussion for the LMC. The County and the Union also understand that the LMC is not a substitute for bargaining and has no authority to amend this collective bargaining agreement.

The Parties agree that the LMC, or a subset thereof, shall be convened to examine the work performed by paralegals, the needs of DPD for paralegal work, and potential options for career progression and advancement of paralegals.

**ARTICLE 32: SAVINGS CLAUSE**

Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction in a final judgment not appealed from, such invalidation of such part or portion of this

1 Agreement shall not invalidate the remaining portions hereof; provided, however, upon such  
2 invalidation the parties agree to meet and negotiate such parts or provisions affected. The remaining  
3 parts and provisions shall remain in full force and effect.

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**ARTICLE 33: DURATION AND REOPENER**

This Agreement shall become effective upon conclusion of the approval process by the Metropolitan King County Council and shall cover the period of January 1, 2015 – December 31, 2017. Any part of this agreement may be reopened pursuant to total compensation bargaining conducted pursuant to the current and successor, if one exists, total compensation coalition agreement(s).

This agreement shall be prospective upon implementation, except for wages which shall be retroactive pursuant to separate memorandum of agreement.

Either party may initiate negotiations upon written notice to the other within 180 days of the expiration of this Agreement, or at a mutually agreed time.

APPROVED this 10 day of DECEMBER, 2015.

By: Dow Conitt

King County Executive

Service Employees International Union, Local 925:

Tyler Bass  
Tyler Bass  
Field Director

Ida Kovacic  
Ida Kovacic  
Organizer/Representative

Bargaining Team Members:

Reid Burkland  
Reid Burkland

Cynthia Chiu  
Cynthia Chiu

Kim Cronin Hillman  
Kim Cronin Hillman

Mark Flora  
Mark Flora

Verna Hochstrasser  
Verna Hochstrasser

Justin Mathews  
Justin Mathews

Colleen O'Connor  
Colleen O'Connor

Matt Pang  
Matt Pang

Arnold Prado  
Arnold Prado

David Sorenson  
David Sorenson

Jeffery Spencer  
Jeffery Spencer

Hong Tran  
Hong Tran

cba Code: 462

**ADDENDUM A**  
**Service Employees International Union, Local 925**  
**Department of Public Defense**  
**Wage Addendum**  
**Staff**

Union Code: A8

| <b>Job Class Code</b> | <b>PeopleSoft Job Code</b> | <b>Classification Title</b>             | <b>Range</b> |
|-----------------------|----------------------------|---|--------------|
| 2110200               | 211205                     | Accountant                              | 52           |
| 1020100               | 109402                     | Administrative Assistant I              | 48           |
| 4200100               | 421116                     | Administrative Office Assistant         | 29           |
| 4201100               | 421223                     | Administrative Specialist I             | 33           |
| 4201200               | 421330                     | Administrative Specialist II            | 37           |
| 4201300               | 421422                     | Administrative Specialist III           | 41           |
| 2810000               | 281113                     | Administrative Staff Assistant          | 48           |
| 2131300               | 214314                     | Business and Finance Officer III        | 62           |
| 4101200               | 411217                     | Fiscal Specialist II                    | 38           |
| 4203100               | 423104                     | Legal Administrative Specialist I       | 34           |
| 4203200               | 423204                     | Legal Administrative Specialist II      | 38           |
| 4203300               | 423304                     | Legal Administrative Specialist III     | 44           |
| 2441100               | 243116                     | Project/Program Manager I               | 53           |
| 2441200               | 243223                     | Project/Program Manager II              | 58           |
| 6200200               | 621202                     | Public Defense Coordinator              | 50           |
| 6200100               | 621102                     | Public Defense Interviewer              | 44           |
| 5162100               | 518101                     | Public Defense Investigator             | 52           |
| 3119050               | 313001                     | Public Defense Mitigation Specialist I  | 56           |
| 3119100               | 313101                     | Public Defense Mitigation Specialist II | 60           |
| 6130100               | 635101                     | Public Defense Paralegal                | 49           |
| 4410100               | 422402                     | Word Processing Operator                | 42           |

These job classes are paid on the King County "Squared" Pay Schedule.

cba Code: 462

**ADDENDUM A**  
**Service Employees International Union, Local 925**  
**Department of Public Defense**  
**Wage Addendum**  
**Public Defense Attorney**

Union Code: A8

**2015 Public Defense Attorney Salary Grid**

2015 COLA = 2.00%

Classification Title

| PeopleSoft<br>Job Code | Job Class<br>Code |
|------------------------|-------------------|
| 5160100                | 516101            |

**Public Defense Attorney 1**

|                       |                |                |                |                |                |                |                |               |               |                |                |
|-----------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|---------------|---------------|----------------|----------------|
| <b>Initial Steps:</b> | <b>Step 1</b>  | <b>Step 2</b>  | <b>Step 3</b>  | <b>Step 4</b>  | <b>Step 5</b>  | <b>Step 6</b>  | <b>Step 7</b>  | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> |
| Annual:               | \$ 61,204      | \$ 64,821      | \$ 74,865      | \$ 85,712      | \$ 92,275      | \$ 94,685      | \$ 97,096      | \$ 99,239     | \$ 101,918    | \$ 104,729     | \$ 107,408     |
| Hourly:               | \$29.4252      | \$31.1638      | \$35.9926      | \$41.2077      | \$44.3630      | \$45.5217      | \$46.6809      | \$47.7108     | \$48.9988     | \$50.3506      | \$51.6386      |
| <b>Senior Level 1</b> | <b>Step 12</b> | <b>Step 13</b> | <b>Step 14</b> | <b>Step 15</b> | <b>Step 16</b> | <b>Step 17</b> | <b>Step 18</b> |               |               |                |                |
| Annual:               | \$ 110,094     | \$ 111,471     | \$ 112,863     | \$ 114,273     | \$ 115,703     | \$ 117,149     | \$ 118,613     |               |               |                |                |
| Hourly:               | \$52.9297      | \$53.5917      | \$54.2613      | \$54.9390      | \$55.6263      | \$56.3217      | \$57.0253      |               |               |                |                |
| <b>Senior Level 2</b> | <b>Step 19</b> | <b>Step 20</b> | <b>Step 21</b> | <b>Step 22</b> | <b>Step 23</b> |                |                |               |               |                |                |
| Annual:               | \$ 120,095     | \$ 121,596     | \$ 123,116     | \$ 124,655     | \$ 126,214     |                |                |               |               |                |                |
| Hourly:               | \$57.7378      | \$58.4597      | \$59.1905      | \$59.9301      | \$60.6798      |                |                |               |               |                |                |
| <b>Senior Level 3</b> | <b>Step 24</b> | <b>Step 25</b> | <b>Step 26</b> | <b>Step 27</b> | <b>Step 28</b> |                |                |               |               |                |                |
| Annual:               | \$ 127,792     | \$ 129,389     | \$ 131,006     | \$ 132,644     | \$ 134,302     |                |                |               |               |                |                |
| Hourly:               | \$61.4383      | \$62.2063      | \$62.9838      | \$63.7714      | \$64.5684      |                |                |               |               |                |                |
| <b>Senior Level 4</b> | <b>Step 29</b> | <b>Step 30</b> | <b>Step 31</b> | <b>Step 32</b> | <b>Step 33</b> |                |                |               |               |                |                |
| Annual:               | \$ 135,981     | \$ 137,681     | \$ 139,402     | \$ 141,144     | \$ 142,908     |                |                |               |               |                |                |
| Hourly:               | \$65.3755      | \$66.1928      | \$67.0201      | \$67.8575      | \$68.7056      |                |                |               |               |                |                |
| <b>Senior Level 5</b> | <b>Step 34</b> | <b>Step 35</b> | <b>Step 36</b> | <b>Step 37</b> | <b>Step 38</b> |                |                |               |               |                |                |
| Annual:               | \$ 150,054     | \$ 151,929     | \$ 153,829     | \$ 155,752     | \$ 157,698     |                |                |               |               |                |                |
| Hourly:               | \$72.1411      | \$73.0429      | \$73.9561      | \$74.8806      | \$75.8165      |                |                |               |               |                |                |

18225



cba Code: 462

**ADDENDUM A**  
**Service Employees International Union, Local 925**  
**Department of Public Defense**  
**Wage Addendum**  
**Public Defense Attorney**

Union Code: A8

**2016 Public Defense Attorney Salary Grid**

2016 COLA = 2.25%

Classification Title

| PeopleSoft<br>Job Code | Job Class<br>Code |
|------------------------|-------------------|
| 5160100                | 516101            |

**Public Defense Attorney 1**

|                       |                |                |                |                |                |                |                |               |               |                |                |
|-----------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|---------------|---------------|----------------|----------------|
| <b>Initial Steps:</b> | <b>Step 1</b>  | <b>Step 2</b>  | <b>Step 3</b>  | <b>Step 4</b>  | <b>Step 5</b>  | <b>Step 6</b>  | <b>Step 7</b>  | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> |
| Annual:               | \$ 62,581      | \$ 66,279      | \$ 76,549      | \$ 87,641      | \$ 94,351      | \$ 96,816      | \$ 99,281      | \$ 101,471    | \$ 104,211    | \$ 107,086     | \$ 109,825     |
| Hourly:               | \$30.0872      | \$31.8649      | \$36.8025      | \$42.1349      | \$45.3612      | \$46.5459      | \$47.7313      | \$48.7843     | \$50.1013     | \$51.4835      | \$52.8004      |
| <b>Senior Level 1</b> | <b>Step 12</b> | <b>Step 13</b> | <b>Step 14</b> | <b>Step 15</b> | <b>Step 16</b> | <b>Step 17</b> | <b>Step 18</b> |               |               |                |                |
| Annual:               | \$ 112,571     | \$ 113,979     | \$ 115,403     | \$ 116,844     | \$ 118,306     | \$ 119,785     | \$ 121,281     |               |               |                |                |
| Hourly:               | \$54.1206      | \$54.7975      | \$55.4821      | \$56.1751      | \$56.8778      | \$57.5889      | \$58.3084      |               |               |                |                |
| <b>Senior Level 2</b> | <b>Step 19</b> | <b>Step 20</b> | <b>Step 21</b> | <b>Step 22</b> | <b>Step 23</b> |                |                |               |               |                |                |
| Annual:               | \$ 122,797     | \$ 124,332     | \$ 125,886     | \$ 127,459     | \$ 129,054     |                |                |               |               |                |                |
| Hourly:               | \$59.0369      | \$59.7751      | \$60.5223      | \$61.2785      | \$62.0451      |                |                |               |               |                |                |
| <b>Senior Level 3</b> | <b>Step 24</b> | <b>Step 25</b> | <b>Step 26</b> | <b>Step 27</b> | <b>Step 28</b> |                |                |               |               |                |                |
| Annual:               | \$ 130,667     | \$ 132,300     | \$ 133,954     | \$ 135,629     | \$ 137,324     |                |                |               |               |                |                |
| Hourly:               | \$62.8207      | \$63.6060      | \$64.4009      | \$65.2062      | \$66.0212      |                |                |               |               |                |                |
| <b>Senior Level 4</b> | <b>Step 29</b> | <b>Step 30</b> | <b>Step 31</b> | <b>Step 32</b> | <b>Step 33</b> |                |                |               |               |                |                |
| Annual:               | \$ 139,041     | \$ 140,779     | \$ 142,538     | \$ 144,319     | \$ 146,123     |                |                |               |               |                |                |
| Hourly:               | \$66.8465      | \$67.6821      | \$68.5280      | \$69.3843      | \$70.2515      |                |                |               |               |                |                |
| <b>Senior Level 5</b> | <b>Step 34</b> | <b>Step 35</b> | <b>Step 36</b> | <b>Step 37</b> | <b>Step 38</b> |                |                |               |               |                |                |
| Annual:               | \$ 153,430     | \$ 155,348     | \$ 157,290     | \$ 159,256     | \$ 161,246     |                |                |               |               |                |                |
| Hourly:               | \$73.7643      | \$74.6864      | \$75.6201      | \$76.5654      | \$77.5223      |                |                |               |               |                |                |

18225

**Memorandum of Agreement  
By and Between  
King County  
And  
Service Employees International Union, Local 925  
Department of Public Defense**

**Subject: Original Office of Public Defense Employees**

**Background:**

1. The decision to bring public defender legal services in-house at King County resulted in the creation of the Department of Public Defense (DPD), which replaced the former Office of Public Defense (OPD), which was an office in the Department of Community and Health Services.

2. The OPD's primary mission was the administration of the public defense contracts with various non-profit entities, screening of applicants for appointment of a public defender attorney, and approval and invoice payment(s) for expert services necessary for public defense. Less than 20 King County employees performed this work in the OPD.

3. In July 2013, DPD brought in the attorneys and staff from the various non-profit public defense organizations increasing the staff count by several hundred employees.

4. These additional employees were not immediately placed in jobs in the King County classification system or placed on the King County squared table for wages, pending contract negotiations.

5. During contract negotiations, the original OPD employees that are members of SEIU, Local 925's bargaining unit in DPD have not received step increases, the 2014 COLA increase, and possible merit pay eligibility.

6. Upon conclusion of bargaining, the parties wish to provide the wages that the original OPD employees would have earned and to grandfather their prior eligibility for merit pay, if earned prior to the creation of DPD.

7. This agreement is subject to adoption by the King County Council.

**Agreement:**

1. This MOA shall only apply to the following employees who were employed by OPD and on the implementation date of this MOA are employed by DPD and are members of the bargaining unit.

|                   |                      |
|-------------------|----------------------|
| Louisa Agemotu    | Nelda Medina         |
| Katrina Brown     | Luvetra Miles        |
| Gloria Cantu-Bash | Linda Moland         |
| Marcella Clement  | Kim Romero           |
| Tracy Doherty     | Atef Sarhan          |
| Mary Fisher       | Rosemarie Tugublimas |
| Rose Hernandez    | Tammi Weigel         |
| Shirley Johnson   |                      |

2. The above employees shall receive a COLA for 2014 wages of 1.67 percent.
3. The above employees shall receive all step increases that they would have received pursuant to the Personnel Guidelines and Performance Appraisal and Merit Pay System Manual December 31, 2014, including merit over the top pay, if they qualified pursuant to the Personnel Guidelines and Performance Appraisal and Merit Pay System Manual. Any step increases between January 1, 2015, and the implementation date of this agreement shall be pursuant to the procedure outlined in the Collective Bargaining Agreement between the parties.
4. Any of the above employees that are, on the effective date of this agreement, receiving merit over the top pay, or become eligible for merit over the top pay pursuant to number 3 above, shall continue to be eligible to earn merit over the top pay pursuant to the Personnel Guidelines and Performance Appraisal and Merit Pay System Manual, as amended. Such eligibility shall continue until such time as the employee changes his or her permanent position or job classification (excluding an involuntary reclassification of the employee's job that results in the same pay range) or the employee loses merit over the top pay pursuant to the criteria in Personnel Guidelines and or the Performance Appraisal and Merit Pay System Manual, as amended.
5. This MOA shall not grant any of the above named employees that are not earning merit over the top pay on the effective date of this MOA, or pursuant to number 3 above, eligibility for merit over the top pay.
6. This agreement shall not be effective until adopted by ordinance of the Metropolitan King County Council.

For Service Employees International Union, Local 925:

Ida Kovacic  
 Ida Kovacic  
 Organizer/Representative

11/5/15  
 Date

For King County:

Sasha Alessi  
 Sasha P. Alessi  
 Labor Negotiator  
 Office of Labor Relations  
 King County Executive Office

11/12/15  
 Date

**Memorandum of Agreement  
By and Between  
King County  
And  
Service Employees International Union, Local 925  
Department of Public Defense**

**Subject: Step Placement for all newly classified employees in the Department of Public Defense represented by SEIU, Local 925**

**Background:**

1. Pursuant to the Dolan lawsuit settlement, the employees of the four public defense agencies became King County employees on July 1, 2013.
2. When those employees began their employment with King County, they were not placed in King County classification specifications, pending contract negotiations with SEIU, Local 925.
3. The parties have reached agreement on their first collective bargaining agreement, which will provide for, among other things, wage step progression for those employees covered by the collective bargaining agreement between King County and SEIU, Local 925.
4. This MOA will establish the initial wage step placement for all Department of Public Defense (DPD) employees represented by SEIU, Local 925 that are being placed on a King County classification specification for the first time.

**Agreement:**

1. This MOA shall apply to DPD employees who are being placed on King County classification specifications pursuant to implementation of the collective bargaining agreement between King County and SEIU, Local 925. This agreement shall also apply to all employees who leave in good standing or retire from employment with DPD between when this MOA is signed by both parties and implementation of the Collective Bargaining Agreement, provided that employees provide 60 days' advance notice to DPD before leaving. Advance notice is required to avoid a large number of employees leaving or retiring upon implementation of this agreement and to allow timely recruitment of employees to fill vacancies due to anticipated retirements.
2. All employees shall be placed on a wage step within the pay range negotiated between the parties for the classification that the employee is assigned to, except for those employees that are presently earning more than the top step of the pay range for the classification they are assigned to. Those employees shall be Y-rated until the top step of their assigned classification is higher than their Y-rated wage/salary or the employee changes classifications, whichever occurs first.
3. Each employee shall be placed on a wage step for his or her assigned classification that is equal to the employee's total years of service in a comparable position with one of the predecessor public defense agencies and King County (e.g. an employee with nine years of

service in a comparable position to their assigned classification shall be placed at step nine). The attached spreadsheet shall be dispositive of each employee's step placement.

4. If an employee was hired by a public defense agency with actual prior years of service in a comparable position, the parties will endeavor to include that prior service in step placement. Any disagreement about prior service shall not be grievable. The Union will, however, be provided with a master list of the step placement of each member of the bargaining unit prior to implementation to allow the union to raise any concerns about individual employee's step placement.

5. All wages shall be retroactive to January 1, 2015.

6. All Attorneys will initially be placed on the non-senior defense attorney pay range (steps 1 – 11). Any attorney that is presently earning more than his or her years of service based step placement shall be Y-rated, until such time as his or her salary step, pursuant to the terms of the collective bargaining agreement, is greater than his or her Y-rated salary. Placement of attorneys into the senior levels shall be covered by separate MOA.

7. This agreement shall not be effective until adopted by ordinance of the King County Council.

For Service Employees International Union, Local 925:

Ida Kovacic  
Ida Kovacic  
Organizer/Representative

11/5/15  
Date

For King County:

Sasha P. Alessi  
Sasha P. Alessi  
Labor Negotiator  
Office of Labor Relations  
King County Executive Office

11/12/15  
Date

Service Employees International Union, Local 925 - Department of Public Defense  
ATTACHMENT - Memorandum of Agreement (462U0215): Step Placement for all newly classified employees

| People<br>Soft<br>ID | Name                | Division                  | Job Name                      | Date used to<br>calculate step<br>placement<br>(and step<br>advancement) | Adj<br>Service<br>Date | Salary<br>Hourly<br>Rate | Current<br>Annualized<br>Rate | Standard<br>Hrs | New Classification                      | Date   | Step  | Grade | Hourly<br>Rate<br>(Annual for<br>Atty's) | 1/1/15<br>Annualized<br>Rate | Rate<br>Increase<br>on 1/1/15 |
|----------------------|---------------------|---------------------------|-------------------------------|--|------------------------|--------------------------|-------------------------------|-----------------|---|--------|-------|-------|--|------------------------------|-------------------------------|
| 93507                | ABUDIAB, DUA        | Defender Association      | Attorney                      | 10/21/2012   | 10/21/2013             | 30.65                    | \$63,754                      | 40              | Public Defense Attorney I               | 1/1/15 | 3.00  | 3.00  | \$74,864.69                              | \$74,865                     | 17.43%                        |
| 92602                | ADAIR, MARK         | Defender Association      | Senior Attorney               | 2/26/2001  | 2/26/2001              | 52.06                    | \$108,286                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$108,286                    | 0.00%                         |
| 92568                | ADAMS, JOHN         | Society of Counsel        | Attorney                      | 12/9/2002  | 12/11/1989             | 48.54                    | \$100,960                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 6.39%                         |
| 81730                | AGEMOTU, LOUISA     | Director's Office         | Fiscal Specialist II          | 10/14/2013   | 9/4/2007               | 24.30                    | \$50,536                      | 40              | Fiscal Specialist II                    | 1/1/15 | 8.00  | 38    | \$24.70                                  | \$24.70                      | 1.68%                         |
| 94210                | AITKEN, KAITLYN     | Defender Association      | Attorney                      | 4/22/2014  | 4/22/2014              | 28.94                    | \$60,199                      | 40              | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | 1.67%                         |
| 92713                | ALEJO, M            | Assoc Counsel for Accused | Office Tech 3                 | 10/12/2009   | 10/12/2009             | 23.68                    | \$49,264                      | 40              | Legal Administrative Specialist III     | 1/1/15 | 6.00  | 44    | \$27.16                                  | \$27.16                      | 14.68%                        |
| 92714                | ALMEREZ, ARTHUR     | Assoc Counsel for Accused | Attorney - Tier 3             | 9/8/2003   | 9/8/2003               | 40.60                    | \$84,440                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 27.20%                        |
| 94251                | ALVARADO, JOSEPH    | Assoc Counsel for Accused | Attorney                      | 5/5/2014   | 5/5/2014               | 28.94                    | \$60,199                      | 40              | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | 1.69%                         |
| 92847                | ANDERSEN, ANDREA    | NW Defenders              | Legal Clerk 4                 | 7/11/2012  | 7/11/2012              | 19.47                    | \$40,501                      | 40              | Public Defense Paralegal                | 1/1/15 | 3.00  | 49    | \$28.48                                  | \$28.48                      | 46.27%                        |
| 92717                | ANDERSON, ELIZABETH | Assoc Counsel for Accused | Office Asst 2/Receptn         | 6/3/1991   | 6/3/1991               | 18.48                    | \$38,443                      | 40              | Legal Administrative Specialist I       | 1/1/15 | 10.00 | 34    | \$23.56                                  | \$23.56                      | 27.47%                        |
| 92718                | ANDERSON, LINDA     | Assoc Counsel for Accused | Office Tech 1/Data Coord      | 10/1/1984  | 10/1/1984              | 20.34                    | \$42,305                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 10.00 | 38    | \$25.90                                  | \$25.90                      | 27.36%                        |
| 88817                | ANDREWS, JOSHUA     | NW Defenders              | Attorney - Grade 1            | 6/24/2011  | 6/24/2011              | 35.87                    | \$74,617                      | 40              | Public Defense Attorney I               | 1/1/15 | 4.00  | 4.00  | \$85,712.09                              | \$85,712                     | 14.87%                        |
| 92880                | ANGOUS, ELIZABETH   | Defender Association      | Office Assistant              | 4/1/2012   | 4/1/2013               | 15.30                    | \$31,824                      | 40              | Legal Administrative Specialist I       | 1/1/15 | 3.00  | 34    | \$19.95                                  | \$19.95                      | 30.42%                        |
| 92570                | ANKENY, KYLE        | Society of Counsel        | Social Worker                 | 12/7/2009  | 12/7/2009              | 26.20                    | \$54,489                      | 40              | Public Defense Mitigation Spec I        | 1/1/15 | 6.00  | 56    | \$36.10                                  | \$36.10                      | 37.82%                        |
| 92721                | ARALICA, EDWIN      | Assoc Counsel for Accused | Attorney - Tier 1             | 11/1/2004  | 11/1/2004              | 48.28                    | \$100,415                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 6.96%                         |
| 92605                | ATWOOD, JENNIFER    | Defender Association      | Attorney                      | 6/18/2003  | 6/18/2007              | 49.52                    | \$103,004                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 4.28%                         |
| 94907                | AULL, ELBERT        | Defender Association      | Attorney                      | 9/24/2014  | 9/24/2014              | 28.94                    | \$60,199                      | 40              | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | 1.67%                         |
| 94022                | BAILEY, ALISON      | Defender Association      | Paralegal                     | 3/12/2012  | 3/12/2014              | 24.08                    | \$50,091                      | 40              | Public Defense Paralegal                | 1/1/15 | 3.00  | 49    | \$28.48                                  | \$28.48                      | 18.26%                        |
| 92722                | BAKER, KAREN        | Assoc Counsel for Accused | Attorney - Tier 3             | 6/8/2000   | 6/8/2000               | 40.60                    | \$67,552                      | 32              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$85,926.57                              | \$85,927                     | 27.20%                        |
| 94852                | BARBER, MARY        | Assoc Counsel for Accused | Office Assistant              | 9/8/2014   | 9/8/2014               | 18.48                    | \$38,443                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 1.00  | 38    | \$20.44                                  | \$20.44                      | 10.57%                        |
| 96111                | BARKER, ALLYSON     | Defender Association      | Attorney 1                    | 6/29/2015  | 6/29/2015              | 28.99                    | \$60,296                      | 40              | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | 1.51%                         |
| 92575                | BEARD, JENNIFER     | Society of Counsel        | Attorney                      | 12/17/1990   | 12/17/1990             | 47.24                    | \$98,251                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 9.32%                         |
| 92724                | BEATTIE, BRIAN      | Assoc Counsel for Accused | Attorney - Tier 3             | 4/16/2006  | 4/16/2007              | 40.60                    | \$84,440                      | 40              | Public Defense Attorney I               | 1/1/15 | 9.00  | 9.00  | \$101,917.57                             | \$101,918                    | 20.70%                        |
| 92612                | BENJAMIN, RODNEY    | Defender Association      | Attorney                      | 6/19/1989  | 6/19/1989              | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 92953                | BERNHEIM, LUCIE     | NW Defenders              | Attorney - Grade 1            | 3/4/2013   | 3/4/2013               | 33.29                    | \$69,249                      | 40              | Public Defense Attorney I               | 1/1/15 | 2.00  | 2.00  | \$64,820.60                              | \$69,249                     | 0.00%                         |
| 92613                | BIELMAN, DEBORAH    | Defender Association      | Administrative Asst/Paralegal | 1/17/2003  | 1/17/2003              | 30.35                    | \$63,118                      | 40              | Administrative Staff Assistant          | 1/1/15 | 10.00 | 48    | \$32.84                                  | \$32.84                      | 8.21%                         |
| 92615                | BIRrane, DEBORAH    | Defender Association      | Word Processor Tech           | 8/8/2002   | 8/8/2002               | 27.98                    | \$58,195                      | 28.5            | Word Processing Operator                | 1/1/15 | 10.00 | 42    | \$28.48                                  | \$28.48                      | 1.79%                         |
| 92576                | BLACK, JAMES        | Society of Counsel        | Investigator                  | 3/18/1999  | 3/18/1999              | 33.08                    | \$68,816                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 9.12%                         |
| 92864                | BOYUM, KARI         | NW Defenders              | Attorney 4 and 1              | 10/23/2006   | 10/23/2006             | 44.78                    | \$93,138                      | 40              | Public Defense Attorney I               | 1/1/15 | 9.00  | 9.00  | \$101,917.57                             | \$101,918                    | 9.43%                         |
| 92617                | BRADLEY, MARK       | Defender Association      | Attorney                      | 8/9/1993   | 8/9/1993               | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 95387                | BRADLOW, REBECCA    | Defender Association      | Attorney                      | 2/9/2014   | 2/9/2015               | 28.94                    | \$60,199                      | 40              | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | 1.67%                         |
| 92865                | BRANDES, RAMONA     | NW Defenders              | Senior Attorney 1 and 4       | 1/22/2002  | 1/22/2002              | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
|                      | BRANHAM, VIRGINIA   | NW Defenders              | Attorney 1                    | 4/29/2012  | 4/29/2013              | 33.29                    | \$69,249                      | 40              | Public Defense Attorney I               | 1/1/15 | 3.00  | 3.00  | \$74,864.69                              | \$74,865                     | 8.11%                         |
| 96092                | BRAZEL, GREGORY     | NW Defenders              | Attorney 1                    | 6/22/2015  | 6/22/2015              | 27.85                    | \$57,920                      | 40              | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | 5.67%                         |
| 92618                | BREETON, ANGELA     | Defender Association      | Paralegal                     | 1/6/2000   | 1/6/2000               | 30.67                    | \$63,797                      | 40              | Public Defense Paralegal                | 1/1/15 | 10.00 | 49    | \$33.62                                  | \$33.62                      | 9.63%                         |
| 92731                | BRIGHT, DEBRA       | Assoc Counsel for Accused | Attorney - Tier 3             | 3/7/2006   | 3/7/2006               | 40.60                    | \$84,440                      | 40              | Public Defense Attorney I               | 1/1/15 | 9.00  | 9.00  | \$101,917.57                             | \$101,918                    | 20.70%                        |
| 67675                | BROWN, KATRINA      | Director's Office         | Public Defense Coordinator    | 9/1/2011   | 9/1/2011               | 28.68                    | \$59,663                      | 40              | Public Defense Coordinator              | 1/1/15 | 5.00  | 50    | \$30.58                                  | \$30.58                      | 6.61%                         |
| 94488                | BUETTNER, BROOK     | Defender Association      | Mitigation Specialist         | 6/23/2008  | 6/23/2014              | 27.60                    | \$57,418                      | 40              | Public Defense Mitigation Specialist II | 1/1/15 | 7.00  | 60    | \$40.65                                  | \$40.65                      | 47.25%                        |
| 92867                | BURKLAND, REID      | NW Defenders              | Attorney - Grade 4            | 4/19/2009  | 4/19/2010              | 40.05                    | \$83,294                      | 40              | Public Defense Attorney I               | 1/1/15 | 6.00  | 6.00  | \$94,685.09                              | \$94,685                     | 13.68%                        |
| 92881                | CALEY, CAROL        | Defender Association      | Investigator                  | 5/2/2013   | 5/2/2013               | 20.57                    | \$42,793                      | 40              | Public Defense Investigator             | 1/1/15 | 2.00  | 52    | \$29.86                                  | \$29.86                      | 45.16%                        |
| 92579                | CAMERON, CHAD       | Society of Counsel        | Investigator                  | 4/1/2003   | 4/1/2003               | 31.13                    | \$64,743                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 15.99%                        |
| 70711                | CANTU-BASH, GLORIA  | Director's Office         | Public Defense Coordinator    | 2/13/1986  | 2/13/1986              | 33.86                    | \$70,437                      | 40              | Public Defense Coordinator              | 1/1/15 | 10.00 | 50    | \$35.29                                  | \$35.29                      | 4.22%                         |
| 94797                | CARLSON, SUSANNA    | Defender Association      | Attorney                      | 8/25/2014  | 8/25/2014              | 28.94                    | \$60,199                      | 40              | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | 1.67%                         |



Service Employees International Union, Local 925 - Department of Public Defense  
ATTACHMENT - Memorandum of Agreement (462U0215): Step Placement for all newly classified employees

| People<br>Soft<br>ID | Name                    | Division                  | Job Name                    | Date used to<br>calculate step<br>placement<br>(and step<br>advancement) | Adj<br>Service<br>Date | Salary<br>Hourly<br>Rate | Current<br>Annualized<br>Rate | Standard<br>Hrs | New Classification                      | Date   | Step  | Grade | Hourly<br>Rate<br>(Annual for<br>Atty's) | 1/1/15<br>Annualized<br>Rate | Rate<br>Increase<br>on 1/1/15 |
|----------------------|-------------------------|---------------------------|-----------------------------|--|------------------------|--------------------------|-------------------------------|-----------------|---|--------|-------|-------|--|------------------------------|-------------------------------|
| 92625                | CARTER, TWYLA           | Defender Association      | Attorney                    | 10/15/2007   | 10/15/2007             | 44.78                    | \$93,138                      | 40              | Public Defense Attorney I               | 1/1/15 | 8.00  | 8.00  | \$99,238.53                              | \$99,239                     | 6.55%                         |
| 92732                | CAVALLO, JANET          | Assoc Counsel for Accused | Attorney - Tier 3           | 7/10/2006  | 7/10/2006              | 40.60                    | \$84,440                      | 40              | Public Defense Attorney I               | 1/1/15 | 9.00  | 9.00  | \$101,917.57                             | \$101,918                    | 20.70%                        |
| 92868                | CHARLTON, CLAUDIA       | NW Defenders              | Prof Non-Legal 7, Paralegal | 4/25/2007  | 4/25/2007              | 28.18                    | \$58,620                      | 40              | Public Defense Paralegal                | 1/1/15 | 8.00  | 49    | \$32.07                                  | \$32.07                      | 13.78%                        |
| 92869                | CHIU, CYNTHIA           | NW Defenders              | Prof Non-Legal 2, Invstr    | 9/8/2010   | 9/8/2010               | 24.40                    | \$50,749                      | 40              | Public Defense Investigator             | 1/1/15 | 5.00  | 52    | \$32.07                                  | \$32.07                      | 31.43%                        |
| 96110                | CHUN, DANIELLE          | Society of Counsel        | Legal Office Asst 7         | 6/29/2015  | 6/29/2015              | 16.22                    | \$33,733                      | 40              | Legal Administrative Specialist I       | 1/1/15 | 1.00  | 34    | \$18.59                                  | \$18.59                      | 14.60%                        |
| 92733                | CHURCH, CHERILYN        | Assoc Counsel for Accused | Attorney - Tier 3           | 6/20/2005  | 6/20/2005              | 40.60                    | \$84,440                      | 40              | Public Defense Attorney I               | 1/1/15 | 10.00 | 10.00 | \$104,729.18                             | \$104,729                    | 24.03%                        |
| 74448                | CIECKO, ALENA           | Society of Counsel        | Attorney                    | 4/30/2006  | 4/30/2007              | 42.77                    | \$88,955                      | 40              | Public Defense Attorney I               | 1/1/15 | 9.00  | 9.00  | \$101,917.57                             | \$101,918                    | 14.57%                        |
| 94348                | CLEMENT, MARCELLA       | Director's Office         | Fiscal Specialist II        | 9/6/2014   | 5/27/2014              | 20.44                    | \$42,506                      | 40              | Fiscal Specialist II                    | 1/1/15 | 1.00  | 38    | \$20.44                                  | \$20.44                      | 0.00%                         |
| 95247                | COLEMAN, JOSHUA         | Society of Counsel        | Clerk                       | 12/17/2014   | 12/17/2014             | 16.31                    | \$33,924                      | 40              | Legal Administrative Specialist I       | 1/1/15 | 1.00  | 34    | \$18.59                                  | \$18.59                      | 13.95%                        |
| 92737                | COLEMAN, NATASHA        | Assoc Counsel for Accused | Attorney - Tier 2           | 2/24/2004  | 2/24/2004              | 45.99                    | \$76,530                      | 32              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$85,926.57                              | \$85,927                     | 12.28%                        |
| 92870                | COLEMAN, SHAURI         | NW Defenders              | Legal Clerk 2               | 8/27/2012  | 8/27/2012              | 18.16                    | \$37,764                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 3.00  | 38    | \$21.94                                  | \$21.94                      | 20.85%                        |
| 92739                | COLLINS, RISE           | Assoc Counsel for Accused | Paralegal                   | 7/11/2008  | 7/11/2008              | 24.92                    | \$51,831                      | 40              | Public Defense Paralegal                | 1/1/15 | 7.00  | 49    | \$31.31                                  | \$31.31                      | 25.67%                        |
| 73022                | COMEAU, MARCI           | NW Defenders              | Attorney 2 and 2            | 7/16/2008  | 7/16/2012              | 35.40                    | \$73,641                      | 40              | Public Defense Attorney I               | 1/1/15 | 7.00  | 7.00  | \$97,096.35                              | \$97,096                     | 31.85%                        |
| 92598                | CONANT, SETH            | Society of Counsel        | Managing Attorney           | 4/17/2000  | 4/17/2000              | 53.62                    | \$111,539                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$111,539                    | 0.00%                         |
| 92582                | CONROY, JAMES           | Society of Counsel        | Senior Attorney             | 9/6/1988   | 9/6/1988               | 54.97                    | \$114,344                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$114,344                    | 0.00%                         |
| 92742                | COVELLO, MATTHEW        | Assoc Counsel for Accused | Attorney - Tier 3           | 8/2/2006   | 8/2/2006               | 40.60                    | \$84,440                      | 40              | Public Defense Attorney I               | 1/1/15 | 9.00  | 9.00  | \$101,917.57                             | \$101,918                    | 20.70%                        |
| 92719                | CRAWFORD, WANDA         | Assoc Counsel for Accused | Paralegal                   | 7/11/2011  | 7/11/2011              | 23.21                    | \$48,266                      | 40              | Public Defense Paralegal                | 1/1/15 | 4.00  | 49    | \$29.16                                  | \$29.16                      | 25.68%                        |
| 92723                | CRONIN HILLMAN, KIM     | Assoc Counsel for Accused | Social Worker               | 12/3/1990  | 12/3/1990              | 33.42                    | \$69,504                      | 40              | Public Defense Mitigation Specialist II | 1/1/15 | 10.00 | 60    | \$43.65                                  | \$43.65                      | 30.62%                        |
| 92871                | CUADRA PALACIOS, LESLIE | NW Defenders              | Legal Clerk 2               | 10/5/2011  | 10/5/2011              | 18.16                    | \$37,764                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 4.00  | 38    | \$22.47                                  | \$22.47                      | 23.75%                        |
| 92726                | DAVIS, GARY             | Assoc Counsel for Accused | Senior Attorney III         | 5/15/1984  | 5/15/1984              | 62.06                    | \$129,078                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$129,078                    | 0.00%                         |
| 94778                | DAY, JOHN               | NW Defenders              | Legal Office Asst 8         | 8/13/2014  | 8/13/2014              | 16.98                    | \$35,325                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 1.00  | 38    | \$20.44                                  | \$20.44                      | 20.33%                        |
|                      | Dayani, Andre           | NW Defenders              | Attorney 1                  | 7/28/2015  | 7/28/2015              | 27.85                    | \$57,920                      | 40              | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | 5.67%                         |
| 92588                | DECKMAN, EMILY          | Society of Counsel        | Attorney                    | 8/27/2006  | 8/27/2007              | 39.72                    | \$82,628                      | 40              | Public Defense Attorney I               | 1/1/15 | 9.00  | 9.00  | \$101,917.57                             | \$101,918                    | 23.35%                        |
| 89126                | DELOS REYES, RAYMOND    | Assoc Counsel for Accused | Attorney 1                  | 2/28/2011  | 2/28/2011              | 28.98                    | \$60,275                      | 40              | Public Defense Attorney I               | 1/1/15 | 4.00  | 4.00  | \$85,712.09                              | \$85,712                     | 42.20%                        |
| 92522                | DHILLON, KULINDER       | Society of Counsel        | Attorney                    | 3/10/2004  | 3/10/2004              | 45.99                    | \$95,667                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 12.27%                        |
| 92727                | DHINGRA, ROOPALI        | Assoc Counsel for Accused | Social Worker               | 5/1/2006   | 5/1/2006               | 28.82                    | \$59,935                      | 40              | Public Defense Mitigation Specialist II | 1/1/15 | 9.00  | 60    | \$42.62                                  | \$42.62                      | 47.92%                        |
| 92730                | DIZON, MELONI           | Assoc Counsel for Accused | Attorney - Tier 2           | 5/26/2003  | 4/1/2002               | 45.99                    | \$95,663                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 12.28%                        |
| 72927                | DOHERTY, TRACY          | Director's Office         | Project/Program Manager II  | 11/5/2001  | 11/5/2001              | 41.62                    | \$86,578                      | 40              | Project/Program Manager II              | 1/1/15 | 10.00 | 58    | \$41.62                                  | \$41.62                      | 0.00%                         |
| 92735                | DOLAN, KEVIN            | Assoc Counsel for Accused | Senior Attorney I           | 1/1/1978   | 1/1/1978               | 56.18                    | \$116,858                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$116,858                    | 0.00%                         |
| 92736                | DRENNING, JOHN          | Assoc Counsel for Accused | Attorney - Tier 2           | 1/7/2003   | 1/7/2005               | 45.99                    | \$95,663                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 12.28%                        |
| 92738                | DRISCOLL, DENISE        | Assoc Counsel for Accused | Office Tech 1/Data Coord    | 7/1/2010   | 7/1/2010               | 18.02                    | \$37,489                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 5.00  | 38    | \$23.01                                  | \$23.01                      | 27.65%                        |
| 92872                | DRYDEN, RACHEL          | NW Defenders              | Social Worker 10            | 1/9/2007   | 1/9/2009               | 33.30                    | \$69,270                      | 40              | Public Defense Mitigation Specialist II | 1/1/15 | 8.00  | 60    | \$41.62                                  | \$41.62                      | 24.99%                        |
| 92873                | DUBOW, JESSE            | NW Defenders              | Attorney 4 and 1            | 12/3/2006  | 12/3/2007              | 44.78                    | \$93,138                      | 40              | Public Defense Attorney I               | 1/1/15 | 9.00  | 9.00  | \$101,917.57                             | \$101,918                    | 9.43%                         |
| 93779                | DUFFY, ROSE             | Society of Counsel        | Attorney                    | 12/30/2012   | 12/30/2013             | 30.04                    | \$62,487                      | 40              | Public Defense Attorney I               | 1/1/15 | 3.00  | 3.00  | \$74,864.69                              | \$74,865                     | 19.81%                        |
| 93372                | DUNN, ROGER             | Society of Counsel        | Investigator                | 9/9/2004   | 9/9/2013               | 34.08                    | \$70,880                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 5.95%                         |
| 92740                | DUNNE, THOMAS           | Assoc Counsel for Accused | Social Worker               | 4/1/1988   | 4/1/1988               | 32.41                    | \$67,403                      | 40              | Public Defense Mitigation Spec I        | 1/1/15 | 10.00 | 56    | \$39.70                                  | \$39.70                      | 22.50%                        |
| 92743                | EDMISTON, ROBERTA       | Assoc Counsel for Accused | Attorney - Tier 3           | 6/18/2007  | 6/18/2007              | 40.60                    | \$84,440                      | 40              | Public Defense Attorney I               | 1/1/15 | 8.00  | 8.00  | \$99,238.53                              | \$99,239                     | 17.53%                        |
| 92565                | EDWARDS, CHARITY        | Society of Counsel        | Paralegal                   | 10/29/2001   | 10/29/2001             | 27.71                    | \$57,642                      | 40              | Public Defense Paralegal                | 1/1/15 | 10.00 | 49    | \$33.62                                  | \$33.62                      | 21.33%                        |
| 92648                | EDWARDS, KATHARINE      | Defender Association      | Attorney                    | 12/6/2010  | 12/6/2010              | 35.40                    | \$73,641                      | 40              | Public Defense Attorney I               | 1/1/15 | 5.00  | 5.00  | \$92,275.14                              | \$92,275                     | 25.30%                        |
| 94218                | ELENBAAS, HUNTER        | Assoc Counsel for Accused | Paralegal                   | 7/10/2014  | 7/10/2014              | 21.61                    | \$44,957                      | 40              | Public Defense Paralegal                | 1/1/15 | 1.00  | 49    | \$26.53                                  | \$26.53                      | 22.73%                        |
| 92528                | ELLIOTT, CATHERINE      | Society of Counsel        | Attorney                    | 4/5/2007   | 4/5/2007               | 39.72                    | \$82,628                      | 40              | Public Defense Attorney I               | 1/1/15 | 8.00  | 8.00  | \$99,238.53                              | \$99,239                     | 20.10%                        |
| 93561                | ELLIS, SHOSHANA         | Society of Counsel        | Attorney                    | 10/28/2012   | 10/28/2013             | 28.37                    | \$59,002                      | 40              | Public Defense Attorney I               | 1/1/15 | 3.00  | 3.00  | \$74,864.69                              | \$74,865                     | 26.89%                        |
| 92651                | ELMORE, NINA            | Defender Association      | Mitigation Specialist       | 7/14/2003  | 7/14/2008              | 29.73                    | \$61,845                      | 40              | Public Defense Mitigation Specialist II | 1/1/15 | 10.00 | 60    | \$43.65                                  | \$43.65                      | 46.79%                        |

Service Employees International Union, Local 925 - Department of Public Defense  
ATTACHMENT - Memorandum of Agreement (462U0215): Step Placement for all newly classified employees

| People<br>Soft<br>ID | Name                  | Division                  | Job Name                       | Date used to<br>calculate step<br>placement<br>(and step<br>advancement) | Adj<br>Service<br>Date | Salary<br>Hourly<br>Rate | Current<br>Annualized<br>Rate | Standard<br>Hrs | New Classification                      | Date   | Step  | Grade | Hourly<br>Rate<br>(Annual for<br>Atty's) | 1/1/15<br>Annualized<br>Rate | Rate<br>Increase<br>on 1/1/15 |
|----------------------|-----------------------|---------------------------|--------------------------------|--|------------------------|--------------------------|-------------------------------|-----------------|---|--------|-------|-------|--|------------------------------|-------------------------------|
| 92745                | ELSNER, KRISTEN       | Assoc Counsel for Accused | Attorney - Tier 3              | 1/8/2007   | 1/8/2007               | 40.60                    | \$84,440                      | 40              | Public Defense Attorney I               | 1/1/15 | 8.00  | 8.00  | \$99,238.53                              | \$99,239                     | 17.53%                        |
| 92747                | EPPLER, GEORGE        | Assoc Counsel for Accused | Senior Attorney I              | 3/16/1987  | 3/16/1987              | 54.80                    | \$113,994                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$113,994                    | 0.00%                         |
| 92874                | ERICKSON, DIANA       | NW Defenders              | Attorney 4 and 4               | 12/15/2004   | 12/15/2004             | 48.20                    | \$100,246                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 7.15%                         |
| 92653                | EWERS, JOHN           | Defender Association      | Attorney                       | 4/7/2003   | 4/7/2008               | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 92567                | EYRE, PANDORA         | Society of Counsel        | Investigator                   | 5/5/2007   | 5/28/2002              | 29.44                    | \$61,229                      | 40              | Public Defense Investigator             | 1/1/15 | 8.00  | 52    | \$34.43                                  | \$34.43                      | 16.96%                        |
| 92655                | FALLER, VIRGINIA      | Defender Association      | Senior Attorney                | 3/19/1992  | 3/19/1992              | 52.06                    | \$108,286                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$108,286                    | 0.00%                         |
| 92658                | FELSMAN, KRIS         | Defender Association      | Docket Clerk                   | 8/18/2011  | 8/18/2011              | 16.81                    | \$34,964                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 4.00  | 38    | \$22.47                                  | \$22.47                      | 33.66%                        |
| 93808                | FINDLEY WOLF, NATALIE | Society of Counsel        | Attorney                       | 1/6/2013   | 1/6/2014               | 30.04                    | \$62,481                      | 40              | Public Defense Attorney I               | 1/1/15 | 2.00  | 2.00  | \$64,820.60                              | \$64,821                     | 3.74%                         |
| 92659                | FISHER, MARY          | Director's Office         | Business & Finance Officer III | 10/21/2014   | 11/9/2009              | 37.86                    | \$78,743                      | 40              | Business & Finance Officer III          | 1/1/15 | 2.00  | 62    | \$37.86                                  | \$37.86                      | 0.00%                         |
| 92661                | FLAHERTY, BRIAN       | Defender Association      | Attorney                       | 3/30/2009  | 3/30/2009              | 43.64                    | \$90,762                      | 40              | Public Defense Attorney I               | 1/1/15 | 6.00  | 6.00  | \$94,685.09                              | \$94,685                     | 4.32%                         |
| 92530                | FLORA, MARK           | Society of Counsel        | Attorney                       | 4/7/1987   | 4/7/1987               | 51.03                    | \$106,133                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.20%                         |
| 92663                | FOEDISCH, VICTORIA    | Defender Association      | Attorney                       | 5/27/1986  | 5/27/1986              | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 92665                | FRANKLIN, CHRISTOPHER | Defender Association      | Attorney                       | 6/7/2004   | 6/7/2004               | 49.52                    | \$103,004                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 4.28%                         |
| 92668                | FRANZ, MATTHEW        | Defender Association      | Attorney                       | 10/1/2010  | 10/1/2010              | 35.40                    | \$73,641                      | 40              | Public Defense Attorney I               | 1/1/15 | 5.00  | 5.00  | \$92,275.14                              | \$92,275                     | 25.30%                        |
| 92532                | FREER, VICTORIA       | Society of Counsel        | Attorney                       | 4/13/1998  | 4/13/1998              | 51.03                    | \$106,133                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.20%                         |
| 92577                | GALLARDO, VIVIANA     | Society of Counsel        | Investigator                   | 4/15/1991  | 4/15/1991              | 34.08                    | \$70,881                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 5.95%                         |
| 92753                | GARBERDING, PAIGE     | Assoc Counsel for Accused | Senior Attorney I              | 7/23/1984  | 7/23/1984              | 53.46                    | \$111,193                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$111,193                    | 0.00%                         |
| 92671                | GIBBS, DEVON          | Defender Association      | Attorney                       | 10/22/2001   | 10/22/2001             | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 94386                | GILBERT, MOLLY        | Assoc Counsel for Accused | Legal Administrative Spec II   | 6/4/2014   | 6/4/2014               | 19.96                    | \$41,509                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 1.00  | 38    | \$20.44                                  | \$20.44                      | 2.40%                         |
| 92884                | GISKE, MEGAN          | NW Defenders              | Attorney - Grade 1             | 6/24/2011  | 6/24/2011              | 35.87                    | \$74,617                      | 40              | Public Defense Attorney I               | 1/1/15 | 4.00  | 4.00  | \$85,712.09                              | \$85,712                     | 14.87%                        |
| 95286                | GOLD, HANNAH          | NW Defenders              | Attorney 2 and 1               | 1/12/2013  | 1/12/2013              | 30.65                    | \$63,756                      | 40              | Public Defense Attorney I               | 1/1/15 | 2.00  | 2.00  | \$64,820.60                              | \$64,821                     | 1.67%                         |
| 95090                | GOMES, VERONICA       | NW Defenders              | Legal Office Asst 8            | 11/3/2014  | 11/3/2014              | 16.98                    | \$35,325                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 1.00  | 38    | \$20.44                                  | \$20.44                      | 20.33%                        |
| 92756                | GONZALEZ-PENA, PARSİ  | Assoc Counsel for Accused | Office Asst 2/Receptn          | 4/13/2011  | 4/13/2011              | 17.10                    | \$35,558                      | 40              | Legal Administrative Specialist I       | 1/1/15 | 4.00  | 34    | \$20.43                                  | \$20.43                      | 19.53%                        |
| 92581                | GRAY, KAREN           | Society of Counsel        | Legal Assistant                | 3/24/2008  | 3/24/2008              | 21.67                    | \$45,082                      | 40              | Legal Administrative Specialist III     | 1/1/15 | 7.00  | 44    | \$27.81                                  | \$27.81                      | 28.33%                        |
| 92887                | GRAY, RYAN            | NW Defenders              | Prof Non-Legal 9, Invstgr      | 5/18/2005  | 5/18/2005              | 29.89                    | \$62,163                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 20.80%                        |
| 92675                | GREGORY, GERALD       | Defender Association      | Investigator                   | 1/3/1995   | 1/3/1995               | 30.67                    | \$63,797                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 17.71%                        |
| 92896                | GROSS, NICK           | NW Defenders              | Attorney 1                     | 3/18/2015  | 6/3/2013               | 27.81                    | \$57,835                      | 40              | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | 5.83%                         |
| 92748                | GRUENHAGEN, TODD      | Assoc Counsel for Accused | Senior Attorney III            | 5/1/1982   | 5/1/1982               | 62.06                    | \$129,078                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$129,078                    | 0.00%                         |
| 94541                | HAILEMARIAM, NEBIYU   | Assoc Counsel for Accused | Mitigation Specialist          | 7/2/2011   | 7/2/2014               | 24.72                    | \$51,428                      | 40              | Public Defense Mitigation Specialist II | 1/1/15 | 4.00  | 60    | \$37.86                                  | \$37.86                      | 53.11%                        |
| 92678                | HAMPTON, BRAD         | Defender Association      | Senior Attorney                | 6/1/1980   | 6/1/1980               | 52.06                    | \$108,286                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$108,286                    | 0.00%                         |
| 93774                | HARMS, CHERYL         | Defender Association      | Mitigation Specialist          | 12/26/2004   | 12/26/2013             | 29.73                    | \$61,845                      | 40              | Public Defense Mitigation Specialist II | 1/1/15 | 10.00 | 60    | \$43.65                                  | \$43.65                      | 46.79%                        |
| 92584                | HARRIGAN, MARY        | Society of Counsel        | Legal Assistant                | 10/25/2004   | 10/25/2004             | 28.87                    | \$60,043                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 10.00 | 38    | \$25.90                                  | \$28.87                      | 0.00%                         |
| 89014                | HARTMAN, MARLA        | Assoc Counsel for Accused | Paralegal                      | 1/22/2015  | 1/22/2015              | 21.61                    | \$44,957                      | 40              | Public Defense Paralegal                | 1/1/15 | 1.00  | 49    | \$26.53                                  | \$26.53                      | 22.73%                        |
| 92682                | HARVEY, SHANNON       | Defender Association      | Investigator                   | 6/23/2009  | 6/23/2009              | 25.56                    | \$53,167                      | 40              | Public Defense Investigator             | 1/1/15 | 6.00  | 52    | \$32.84                                  | \$32.84                      | 28.46%                        |
| 92534                | HECKLINGER, NIKOLE    | Society of Counsel        | Attorney                       | 9/1/1998   | 9/1/1998               | 51.03                    | \$106,133                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.20%                         |
| 92587                | HEIGAARD, ANGELA      | Society of Counsel        | Legal Assistant                | 4/12/2011  | 4/12/2011              | 20.47                    | \$42,585                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 4.00  | 38    | \$22.47                                  | \$22.47                      | 9.74%                         |
| 92536                | HEIMAN, RON           | Society of Counsel        | Attorney                       | 12/17/1990   | 12/17/1990             | 48.54                    | \$100,960                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 6.39%                         |
| 93472                | HEINTZ, MATTHEW       | NW Defenders              | Attorney 1 and 2               | 10/9/2013  | 10/9/2013              | 28.94                    | \$60,190                      | 40              | Public Defense Attorney I               | 1/1/15 | 2.00  | 2.00  | \$64,820.60                              | \$64,821                     | 7.69%                         |
| 92685                | HENRIKSON, KEN        | Defender Association      | Attorney                       | 3/7/1987   | 3/7/1987               | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 69475                | HERNANDEZ, ROSE       | Director's Office         | Public Defense Interviewer     | 4/1/2009   | 6/26/2002              | 26.71                    | \$55,565                      | 40              | Public Defense Interviewer              | 1/1/15 | 7.00  | 44    | \$27.81                                  | \$27.81                      | 4.12%                         |
| 92933                | HICKS, JOSHUA         | NW Defenders              | Social Worker 2                | 3/18/2013  | 3/18/2013              | 24.27                    | \$50,473                      | 40              | Public Defense Mitigation Specialist II | 1/1/15 | 2.00  | 60    | \$36.10                                  | \$36.10                      | 48.78%                        |
| 92752                | HILL, GORDON          | Assoc Counsel for Accused | Attorney - Tier 2              | 8/1/2005   | 8/1/2005               | 45.99                    | \$95,663                      | 40              | Public Defense Attorney I               | 1/1/15 | 10.00 | 10.00 | \$104,729.18                             | \$104,729                    | 9.48%                         |
| 94351                | HOANG, AMANDA         | NW Defenders              | Legal Clerk 1                  | 6/2/2014   | 6/2/2014               | 18.16                    | \$37,764                      | 40              | Public Defense Paralegal                | 1/1/15 | 1.00  | 49    | \$26.53                                  | \$26.53                      | 46.10%                        |

Service Employees International Union, Local 925 - Department of Public Defense  
ATTACHMENT - Memorandum of Agreement (462U0215): Step Placement for all newly classified employees

| People<br>Soft<br>ID | Name                  | Division                  | Job Name                     | Date used to<br>calculate step<br>placement<br>(and step<br>advancement) | Adj<br>Service<br>Date | Salary<br>Hourly<br>Rate | Current<br>Annualized<br>Rate | Standard<br>Hrs | New Classification                 | Date   | Step  | Grade | Hourly<br>Rate<br>(Annual for<br>Atty's) | 1/1/15<br>Annualized<br>Rate | Rate<br>Increase<br>on 1/1/15 |
|----------------------|-----------------------|---------------------------|------------------------------|--|------------------------|--------------------------|-------------------------------|-----------------|------------------------------------|--------|-------|-------|--|------------------------------|-------------------------------|
| 92687                | HOCHSTRASSER, VERNA   | Defender Association      | Investigator                 | 10/27/1982   | 10/27/1982             | 30.67                    | \$63,797                      | 40              | Public Defense Investigator        | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 17.71%                        |
| 92689                | HODDER, BRIAN         | Defender Association      | Investigator                 | 8/11/2006  | 8/11/2006              | 28.31                    | \$58,874                      | 40              | Public Defense Investigator        | 1/1/15 | 9.00  | 52    | \$35.26                                  | \$35.26                      | 24.56%                        |
| 87812                | HOEL, MICHELLE        | Society of Counsel        | Legal Assistant              | 4/30/2011  | 4/30/2011              | 25.37                    | \$52,759                      | 40              | Legal Administrative Specialist I  | 1/1/15 | 4.00  | 34    | \$20.43                                  | \$25.37                      | 0.00%                         |
| 92692                | HONORE, TRAVIS        | Defender Association      | Attorney                     | 11/22/2010   | 11/22/2010             | 30.65                    | \$63,754                      | 40              | Public Defense Attorney I          | 1/1/15 | 5.00  | 5.00  | \$92,275.14                              | \$92,275                     | 44.74%                        |
| 92702                | HUFFMAN, CAREY        | Defender Association      | Attorney                     | 9/6/1997   | 9/6/2007               | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I          | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 92793                | HUNTER, LINDA         | Society of Counsel        | Legal Assistant              | 6/6/2006   | 8/6/2007               | 21.95                    | \$45,666                      | 40              | Legal Administrative Specialist II | 1/1/15 | 9.00  | 38    | \$25.30                                  | \$25.30                      | 15.22%                        |
| 93911                | JACKSON, DAERONNETTE  | Assoc Counsel for Accused | Paralegal                    | 2/10/2014  | 2/10/2014              | 21.61                    | \$44,957                      | 40              | Public Defense Paralegal           | 1/1/15 | 1.00  | 49    | \$26.53                                  | \$26.53                      | 22.73%                        |
| 93956                | JACKSON-SAMS, MAHKAEA | Defender Association      | Paralegal                    | 2/24/2012  | 2/24/2014              | 23.03                    | \$47,906                      | 40              | Public Defense Paralegal           | 1/1/15 | 3.00  | 49    | \$28.48                                  | \$28.48                      | 23.66%                        |
|                      | Jacobsen, Sonja       | NW Defenders              | Attorney                     | 7/1/2012   | 7/1/2015               | 30.70                    | \$63,860                      | 40              | Public Defense Attorney I          | 1/1/15 | 3.00  | 3.00  | \$74,864.69                              | \$74,865                     | 17.23%                        |
| 92754                | JAMES, CLORETTA       | Assoc Counsel for Accused | Attorney - Tier 1            | 10/2/2000  | 10/2/2000              | 50.88                    | \$105,825                     | 40              | Public Defense Attorney I          | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.50%                         |
| 92590                | JENKINS, JUDY         | Society of Counsel        | Paralegal                    | 11/9/1998  | 11/9/1998              | 30.11                    | \$62,632                      | 40              | Public Defense Paralegal           | 1/1/15 | 10.00 | 49    | \$33.62                                  | \$33.62                      | 11.66%                        |
| 92815                | JOHNSON, DILLON       | NW Defenders              | Attorney 4 and 1             | 7/5/2007   | 7/5/2007               | 44.78                    | \$93,138                      | 40              | Public Defense Attorney I          | 1/1/15 | 8.00  | 8.00  | \$99,238.53                              | \$99,239                     | 6.55%                         |
| 92757                | JOHNSON, KELLU        | Assoc Counsel for Accused | Attorney - Tier 3            | 4/16/2007  | 4/16/2007              | 40.50                    | \$84,440                      | 40              | Public Defense Attorney I          | 1/1/15 | 8.00  | 8.00  | \$99,238.53                              | \$99,239                     | 17.53%                        |
| 73830                | JOHNSON, SHIRLEY      | Director's Office         | Administrative Specialist II | 7/21/2003  | 7/21/2003              | 24.30                    | \$50,536                      | 40              | Administrative Specialist II       | 1/1/15 | 10.00 | 37    | \$25.30                                  | \$25.30                      | 4.12%                         |
| 92701                | JOHNSON, TIMOTHY      | Defender Association      | Attorney                     | 10/23/2001   | 10/23/2001             | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I          | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 82388                | JONES, MONICA         | Assoc Counsel for Accused | Paralegal                    | 2/10/2014  | 6/29/2008              | 21.61                    | \$44,957                      | 40              | Public Defense Paralegal           | 1/1/15 | 1.00  | 49    | \$26.53                                  | \$26.53                      | 22.73%                        |
| 92703                | JOURDAN, ROBERT       | Defender Association      | Attorney                     | 6/17/2002  | 6/17/2002              | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I          | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 92591                | KALFAYAN, STEPHANIE   | Society of Counsel        | Investigator                 | 7/21/1986  | 7/21/1986              | 35.10                    | \$73,006                      | 40              | Public Defense Investigator        | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 2.86%                         |
| 92592                | KAPLAN, BENJAMIN      | Society of Counsel        | Social Worker                | 10/25/2004   | 10/25/2004             | 31.13                    | \$64,743                      | 40              | Public Defense Mitigation Spec I   | 1/1/15 | 10.00 | 56    | \$39.70                                  | \$39.70                      | 27.53%                        |
| 92758                | KELLEMEN, JOSHUA      | Assoc Counsel for Accused | Attorney - Tier 3            | 6/7/2010   | 6/7/2010               | 27.85                    | \$57,920                      | 40              | Public Defense Attorney I          | 1/1/15 | 5.00  | 5.00  | \$92,275.14                              | \$92,275                     | 59.32%                        |
| 92529                | KETTERLING, SCOTT     | Society of Counsel        | Attorney                     | 10/11/2004   | 10/11/2004             | 51.03                    | \$106,133                     | 40              | Public Defense Attorney I          | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.20%                         |
| 92720                | KIM CROFT, D.         | Assoc Counsel for Accused | Office Tech 3                | 10/11/1988   | 10/11/1988             | 26.72                    | \$55,586                      | 40              | Word Processing Operator           | 1/1/15 | 10.00 | 42    | \$28.48                                  | \$28.48                      | 6.57%                         |
| 94030                | KIM, NATALYA          | Defender Association      | Paralegal                    | 3/17/2007  | 3/17/2014              | 28.31                    | \$58,874                      | 40              | Public Defense Paralegal           | 1/1/15 | 8.00  | 49    | \$32.07                                  | \$32.07                      | 13.29%                        |
| 92533                | KIM, ROBERT           | Society of Counsel        | Attorney                     | 8/17/1998  | 8/17/1998              | 47.24                    | \$98,251                      | 40              | Public Defense Attorney I          | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 9.32%                         |
| 92531                | KIM, TOMACKIE         | Society of Counsel        | Attorney                     | 6/27/2005  | 6/27/2005              | 42.77                    | \$88,955                      | 40              | Public Defense Attorney I          | 1/1/15 | 10.00 | 10.00 | \$104,729.18                             | \$104,729                    | 17.73%                        |
| 94081                | KIM, VANESSA          | NW Defenders              | Legal Clerk 1                | 3/31/2014  | 3/31/2014              | 17.72                    | \$36,852                      | 40              | Legal Administrative Specialist II | 1/1/15 | 1.00  | 38    | \$20.44                                  | \$20.44                      | 15.34%                        |
| 92760                | KINARD, DEBORAH       | Assoc Counsel for Accused | Attorney - Tier 3            | 5/25/1989  | 5/25/1989              | 40.60                    | \$42,220                      | 20              | Public Defense Attorney I          | 1/1/15 | 11.00 | 11.00 | \$53,704.11                              | \$53,704                     | 27.20%                        |
| 95318                | KINDBERG, KATHLEEN    | Defender Association      | Paralegal                    | 1/16/2008  | 1/16/2015              | 29.15                    | \$60,635                      | 40              | Public Defense Paralegal           | 1/1/15 | 7.00  | 49    | \$31.31                                  | \$31.31                      | 7.42%                         |
| 92762                | KING, AMY             | Assoc Counsel for Accused | Attorney - Tier 2            | 5/9/2005   | 5/9/2005               | 45.99                    | \$76,530                      | 32              | Public Defense Attorney I          | 1/1/15 | 10.00 | 10.00 | \$83,783.34                              | \$83,783                     | 9.48%                         |
| 92765                | KING, MARY            | Assoc Counsel for Accused | Office Asst 2/Receptn        | 12/24/2001   | 12/24/2001             | 19.41                    | \$40,374                      | 40              | Legal Administrative Specialist II | 1/1/15 | 10.00 | 38    | \$25.90                                  | \$25.90                      | 33.45%                        |
| 76228                | KOLPA, TRACY          | Assoc Counsel for Accused | Attorney - Tier 3            | 11/13/2006   | 11/13/2006             | 40.60                    | \$84,440                      | 40              | Public Defense Attorney I          | 1/1/15 | 9.00  | 9.00  | \$101,917.57                             | \$101,918                    | 20.70%                        |
| 92817                | KRUT, AMANDA          | NW Defenders              | Prof Non-Legal 2, Invstr     | 8/29/2011  | 8/29/2011              | 24.30                    | \$50,537                      | 40              | Public Defense Investigator        | 1/1/15 | 4.00  | 52    | \$31.31                                  | \$31.31                      | 28.89%                        |
| 92771                | KURTH, RUSSELL        | Assoc Counsel for Accused | Attorney                     | 1/23/1997  | 1/23/1997              | 45.99                    | \$95,663                      | 40              | Public Defense Attorney I          | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 12.28%                        |
| 92775                | KVISTAD, JAMIE        | Assoc Counsel for Accused | Attorney - Tier 2            | 5/27/2005  | 5/27/2005              | 45.99                    | \$76,530                      | 32              | Public Defense Attorney I          | 1/1/15 | 10.00 | 10.00 | \$83,783.34                              | \$83,783                     | 9.48%                         |
| 92706                | LAPPS, TRACY          | Defender Association      | Senior Attorney              | 9/15/1998  | 9/15/1998              | 52.06                    | \$108,286                     | 40              | Public Defense Attorney I          | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$108,286                    | 0.00%                         |
| 92707                | LAROSE, SHEILA        | Defender Association      | Attorney                     | 1/1/2010   | 9/17/2003              | 40.53                    | \$84,312                      | 40              | Public Defense Attorney I          | 1/1/15 | 5.00  | 5.00  | \$92,275.14                              | \$92,275                     | 9.44%                         |
| 92784                | LAWRY, JULIE          | Assoc Counsel for Accused | Senior Attorney III          | 3/31/1993  | 3/31/1993              | 62.06                    | \$129,078                     | 40              | Public Defense Attorney I          | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$129,078                    | 0.00%                         |
| 92818                | LEAVITT, ADRIEN       | NW Defenders              | Attorney 1 and 2             | 4/7/2010   | 4/7/2010               | 28.94                    | \$60,190                      | 40              | Public Defense Attorney I          | 1/1/15 | 5.00  | 5.00  | \$92,275.14                              | \$92,275                     | 53.31%                        |
| 92708                | LEDERER, REBECCA      | Defender Association      | Attorney                     | 5/15/2008  | 5/15/2008              | 44.78                    | \$93,138                      | 40              | Public Defense Attorney I          | 1/1/15 | 7.00  | 7.00  | \$97,096.36                              | \$97,096                     | 4.25%                         |
| 92819                | LEE, SEUNGJAE         | NW Defenders              | Attorney 2 and 1             | 12/6/2010  | 12/6/2010              | 35.40                    | \$73,641                      | 40              | Public Defense Attorney I          | 1/1/15 | 5.00  | 5.00  | \$92,275.14                              | \$92,275                     | 25.30%                        |
| 92787                | LENNIER, SHERRIE      | Assoc Counsel for Accused | Paralegal                    | 3/15/2010  | 3/15/2010              | 24.34                    | \$50,621                      | 40              | Public Defense Paralegal           | 1/1/15 | 5.00  | 49    | \$29.86                                  | \$29.86                      | 22.71%                        |
| 92823                | LEVINSON, LORI        | NW Defenders              | Prof Non-Legal 8, Paraleg    | 10/16/2000   | 10/16/2000             | 29.89                    | \$62,163                      | 40              | Public Defense Paralegal           | 1/1/15 | 10.00 | 49    | \$33.62                                  | \$33.62                      | 12.51%                        |
| 92535                | LEVY, GAIL            | Society of Counsel        | Attorney                     | 2/16/1994  | 2/16/1994              | 47.24                    | \$98,251                      | 40              | Public Defense Attorney I          | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 9.32%                         |



Service Employees International Union, Local 925 - Department of Public Defense  
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| People<br>Soft<br>ID | Name                      | Division                  | Job Name                        | Date used to<br>calculate step<br>placement<br>(and step<br>advancement) | Adj<br>Service<br>Date | Salary<br>Hourly<br>Rate | Current<br>Annualized<br>Rate | Standard<br>Hrs | New Classification                      | Date   | Step  | Grade | Hourly<br>Rate<br>(Annual for<br>Atty's) | 1/1/15<br>Annualized<br>Rate | Rate<br>Increase<br>on 1/1/15 |
|----------------------|---------------------------|---------------------------|---------------------------------|--|------------------------|--------------------------|-------------------------------|-----------------|---|--------|-------|-------|--|------------------------------|-------------------------------|
| 92583                | LEWIS, AMY                | Society of Counsel        | Paralegal                       | 6/30/2007  | 6/30/2008              | 26.20                    | \$54,489                      | 40              | Public Defense Paralegal                | 1/1/15 | 8.00  | 49    | \$32.07                                  | \$32.07                      | 22.40%                        |
| 92825                | LIVESLEY, WENDY           | NW Defenders              | Prof Non-Legal 9, Paralgl       | 9/3/2004   | 9/3/2004               | 29.89                    | \$62,163                      | 40              | Public Defense Paralegal                | 1/1/15 | 10.00 | 49    | \$33.62                                  | \$33.62                      | 12.51%                        |
| 92788                | LOFGREN, PAULA            | Assoc Counsel for Accused | Attorney - Tier 1               | 1/22/1987  | 1/22/1987              | 50.88                    | \$105,825                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.50%                         |
| 92791                | LUER, CARL                | Assoc Counsel for Accused | Senior Attorney III             | 3/7/1989   | 3/7/1989               | 62.06                    | \$129,078                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$129,078                    | 0.00%                         |
| 92761                | LURIE, DEBORAH            | Assoc Counsel for Accused | Attorney - Tier 3               | 10/1/1999  | 10/1/1999              | 40.60                    | \$84,440                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 27.20%                        |
| 92601                | Zangri (LUTHRA), ANURADHA | Defender Association      | Attorney                        | 10/6/2009  | 10/6/2009              | 43.64                    | \$90,762                      | 40              | Public Defense Attorney I               | 1/1/15 | 6.00  | 6.00  | \$94,685.09                              | \$94,685                     | 4.32%                         |
| 92763                | LUTZ, JAMES               | Assoc Counsel for Accused | Attorney - Tier 3               | 6/1/1988   | 6/1/1988               | 40.60                    | \$84,440                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 27.20%                        |
| 92766                | MACDONALD, STACEY         | Assoc Counsel for Accused | Attorney - Tier 1               | 12/27/2004   | 12/27/2004             | 48.28                    | \$100,415                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 6.96%                         |
| 92768                | MAGUIRE, KELLI            | Assoc Counsel for Accused | Investigator                    | 3/30/1998  | 3/30/1998              | 33.42                    | \$69,504                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 8.04%                         |
| 92831                | MALLE, JOSHUA             | NW Defenders              | Administrative Assistant        | 12/8/2005  | 12/8/2005              | 21.36                    | \$44,426                      | 40              | Word Processing Operator                | 1/1/15 | 10.00 | 42    | \$28.48                                  | \$28.48                      | 33.34%                        |
| 92833                | MARLEY, SACHA             | NW Defenders              | Attorney 4 and 2                | 1/2/2002   | 1/2/2002               | 45.91                    | \$95,493                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 12.48%                        |
| 92965                | MATHEWS, JUSTIN           | Assoc Counsel for Accused | Attorney 1                      | 4/1/2013   | 7/1/2013               | 27.81                    | \$57,835                      | 40              | Public Defense Attorney I               | 1/1/15 | 2.00  | 2.00  | \$64,820.60                              | \$64,821                     | 12.08%                        |
| 92769                | MCCABE, KEVIN             | Assoc Counsel for Accused | Attorney - Tier 1               | 5/27/1998  | 5/27/1998              | 49.60                    | \$103,173                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 4.10%                         |
| 92838                | MCCLELLAN, KATHLEEN       | NW Defenders              | Senior Atty 1&1, Atty Unit Supv | 6/15/2011  | 6/15/2011              | 51.54                    | \$107,213                     | 40              | Public Defense Attorney I               | 1/1/15 | 4.00  | 4.00  | \$85,712.09                              | \$107,213                    | 0.00%                         |
| 92966                | MCCONNELL, KEVIN          | Assoc Counsel for Accused | Attorney - Tier 3               | 8/1/2003   | 8/1/2003               | 40.53                    | \$84,312                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 27.39%                        |
| 92770                | MCCULLOUGH, MICHAEL       | Assoc Counsel for Accused | Attorney - Tier 2               | 2/10/2003  | 2/10/2003              | 45.99                    | \$95,663                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 12.28%                        |
| 92604                | MCKEE, MAUREEN            | Defender Association      | Investigation/Misd. Supv        | 10/4/2002  | 10/4/2002              | 52.06                    | \$108,285                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$108,285                    | 0.00%                         |
| 92607                | MCKEE, NASTASSIA          | Defender Association      | Legal Asst/Office Asst          | 9/8/2011   | 9/8/2011               | 16.81                    | \$34,964                      | 40              | Legal Administrative Specialist I       | 1/1/15 | 4.00  | 34    | \$20.43                                  | \$20.43                      | 21.56%                        |
| 92608                | MCKINNEY, ELIZABETH       | Defender Association      | Paralegal                       | 11/2/1987  | 11/2/1987              | 30.67                    | \$63,797                      | 32              | Public Defense Paralegal                | 1/1/15 | 10.00 | 49    | \$33.62                                  | \$33.62                      | 9.63%                         |
| 87604                | MEDINA, NELDA             | Director's Office         | Public Defense Interviewer      | 3/20/2013  | 11/17/2012             | 24.30                    | \$50,536                      | 40              | Public Defense Interviewer              | 1/1/15 | 4.00  | 44    | \$25.90                                  | \$25.90                      | 6.61%                         |
| 92614                | MERCHANT, KARIM           | Defender Association      | Attorney                        | 2/25/2008  | 2/25/2008              | 44.78                    | \$93,138                      | 40              | Public Defense Attorney I               | 1/1/15 | 7.00  | 7.00  | \$97,096.36                              | \$97,096                     | 4.25%                         |
| 60855                | MILES, LUVETRA            | Director's Office         | Administrative Specialist II    | 7/10/2008  | 7/10/2008              | 22.63                    | \$47,065                      | 40              | Administrative Specialist II            | 1/1/15 | 8.00  | 37    | \$24.12                                  | \$24.12                      | 6.61%                         |
| 92773                | MILLER, THEODORE          | Assoc Counsel for Accused | Investigator                    | 10/13/2005   | 10/13/2005             | 32.41                    | \$67,403                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 11.41%                        |
| 92619                | MITCHELL, VALARIE         | Defender Association      | Mitigation Specialist           | 9/10/2003  | 9/10/2007              | 29.73                    | \$61,845                      | 40              | Public Defense Mitigation Specialist II | 1/1/15 | 10.00 | 60    | \$43.65                                  | \$43.65                      | 46.79%                        |
| 63945                | MOLAND, LINDA             | Director's Office         | Public Defense Interviewer      | 2/1/1985   | 2/1/1985               | 30.11                    | \$62,622                      | 40              | Public Defense Interviewer              | 1/1/15 | 10.00 | 44    | \$30.61                                  | \$30.61                      | 1.67%                         |
| 92934                | MONTES, DAVID             | NW Defenders              | Attorney - Grade 1              | 10/29/2012   | 10/29/2012             | 33.29                    | \$69,249                      | 40              | Public Defense Attorney I               | 1/1/15 | 3.00  | 3.00  | \$74,864.69                              | \$74,865                     | 8.11%                         |
| 92620                | MONTGOMERY, WANDA         | Defender Association      | Paralegal                       | 4/21/1978  | 4/21/1978              | 30.67                    | \$63,797                      | 40              | Public Defense Paralegal                | 1/1/15 | 10.00 | 49    | \$33.62                                  | \$33.62                      | 9.63%                         |
| 92840                | MORDEKHOVA, EVGENIYA      | NW Defenders              | Attorney 4 and 2                | 11/14/2005   | 11/14/2005             | 45.91                    | \$95,493                      | 40              | Public Defense Attorney I               | 1/1/15 | 10.00 | 10.00 | \$104,729.18                             | \$104,729                    | 9.67%                         |
| 92539                | MORRIS, MICHAEL           | Society of Counsel        | Attorney                        | 11/12/2003   | 11/12/2003             | 48.54                    | \$100,960                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 6.39%                         |
| 92624                | MURRAY, KRISTEN           | Defender Association      | Attorney                        | 3/7/2003   | 3/7/2005               | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 92556                | MUSITELLI, ANGELA         | Society of Counsel        | Paralegal                       | 6/13/2012  | 6/13/2012              | 20.72                    | \$43,088                      | 40              | Public Defense Paralegal                | 1/1/15 | 3.00  | 49    | \$28.48                                  | \$28.48                      | 37.49%                        |
| 92541                | NACHT, LIN-MARIE          | Society of Counsel        | Attorney                        | 3/16/1987  | 3/16/1987              | 48.54                    | \$100,960                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 6.39%                         |
| 92774                | NADEAU, CARLTON           | Assoc Counsel for Accused | Attorney - Tier 2               | 9/1/1987   | 9/1/1987               | 45.99                    | \$95,663                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 12.28%                        |
| 92626                | NADEN, MARIAN             | Defender Association      | Attorney                        | 8/1/1988   | 8/1/1988               | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 92776                | NEWCOMB, JONATHAN         | Assoc Counsel for Accused | Senior Attorney I               | 6/26/1989  | 6/26/1989              | 53.46                    | \$111,193                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$111,193                    | 0.00%                         |
| 93809                | NIKOLAYEV, IRINA          | Society of Counsel        | Attorney                        | 1/6/2014   | 1/6/2014               | 27.24                    | \$56,668                      | 40              | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | 8.01%                         |
|                      | Noonan, Elizabeth         | NW Defenders              | Legal Office Asst 7             | 7/6/2015   | 7/6/2015               | 16.22                    | \$33,733                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 1.00  | 38    | \$20.44                                  | \$20.44                      | 26.00%                        |
| 92560                | NOY, KHAM                 | Society of Counsel        | Receptionist                    | 12/30/1999   | 12/30/1999             | 24.75                    | \$51,472                      | 40              | Legal Administrative Specialist I       | 1/1/15 | 10.00 | 34    | \$23.56                                  | \$24.75                      | 0.00%                         |
| 92564                | O'CONNOR, COLLEEN         | Society of Counsel        | Senior Attorney                 | 4/16/1996  | 4/16/1996              | 52.31                    | \$108,802                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$108,802                    | 0.00%                         |
| 92634                | OSTERMANN, JOHN           | Defender Association      | Attorney                        | 8/18/2003  | 8/18/2003              | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 92778                | VERTON, MELODY            | Assoc Counsel for Accused | Attorney - Tier 3               | 11/6/2006  | 11/6/2006              | 40.60                    | \$84,440                      | 40              | Public Defense Attorney I               | 1/1/15 | 9.00  | 9.00  | \$101,917.57                             | \$101,918                    | 20.70%                        |
| 92142                | PAGUSOTTI, LISA           | Society of Counsel        | Attorney                        | 2/14/1994  | 2/14/1994              | 47.24                    | \$98,251                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 9.32%                         |
| 92546                | PANG, MATTHEW             | Society of Counsel        | Attorney                        | 2/15/2008  | 2/15/2008              | 39.72                    | \$82,628                      | 40              | Public Defense Attorney I               | 1/1/15 | 7.00  | 7.00  | \$97,096.36                              | \$97,096                     | 17.51%                        |

Service Employees International Union, Local 925 - Department of Public Defense  
ATTACHMENT - Memorandum of Agreement (462U0215): Step Placement for all newly classified employees

| People<br>Soft<br>ID | Name                     | Division                  | Job Name                   | Date used to<br>calculate step<br>placement<br>(and step<br>advancement) | Adj<br>Service<br>Date | Salary<br>Hourly<br>Rate | Current<br>Annualized<br>Rate | Standard<br>Hrs | New Classification                      | Date   | Step  | Grade | Hourly<br>Rate<br>(Annual for<br>Atty's) | 1/1/15<br>Annualized<br>Rate | Rate<br>Increase<br>on 1/1/15 |
|----------------------|--------------------------|---------------------------|----------------------------|--|------------------------|--------------------------|-------------------------------|-----------------|---|--------|-------|-------|--|------------------------------|-------------------------------|
| 92780                | PARKER, AMY              | Assoc Counsel for Accused | Attorney - Tier 2          | 8/23/2004  | 8/23/2004              | 45.99                    | \$95,663                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 12.28%                        |
| 92781                | PARROTTA, SANDRO         | Assoc Counsel for Accused | Attorney - Tier 1          | 12/31/2001   | 12/31/2001             | 50.88                    | \$105,825                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.50%                         |
| 92782                | PASION, PAMELA           | Assoc Counsel for Accused | Attorney - Tier 1          | 6/24/1998  | 6/24/1998              | 54.55                    | \$113,463                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$113,463                    | 0.00%                         |
| 93979                | PEAQUIN, PETER           | Society of Counsel        | Attorney                   | 6/3/2008   | 3/3/2014               | 43.88                    | \$91,278                      | 40              | Public Defense Attorney I               | 1/1/15 | 7.00  | 7.00  | \$97,096.36                              | \$97,096                     | 6.37%                         |
| 92549                | PELKA, DAN               | Society of Counsel        | Attorney                   | 4/30/2005  | 4/30/2007              | 42.77                    | \$88,955                      | 40              | Public Defense Attorney I               | 1/1/15 | 10.00 | 10.00 | \$104,729.18                             | \$104,729                    | 17.73%                        |
| 92537                | PENN, PATRICIA           | Society of Counsel        | Attorney                   | 6/19/1995  | 6/19/1995              | 47.24                    | \$98,251                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 9.32%                         |
| 77616                | PERKINS, ABBEY           | Assoc Counsel for Accused | Attorney - Tier 3          | 7/3/2006   | 7/3/2006               | 40.60                    | \$84,440                      | 40              | Public Defense Attorney I               | 1/1/15 | 9.00  | 9.00  | \$101,917.57                             | \$101,918                    | 20.70%                        |
| 92540                | PETERSON, DORRY          | Society of Counsel        | Attorney                   | 8/20/2001  | 8/20/2001              | 47.24                    | \$98,251                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 9.32%                         |
| 92637                | PHAIR, VONE              | Defender Association      | Kent Support Coordinator   | 8/16/2010  | 8/16/2010              | 18.38                    | \$38,231                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 5.00  | 38    | \$23.01                                  | \$23.01                      | 25.17%                        |
| 92785                | PICCHENA, JILL           | Assoc Counsel for Accused | Investigator               | 10/12/2000   | 10/12/2000             | 33.42                    | \$69,504                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 8.04%                         |
| 92845                | PICKERING, SUZANNE       | NW Defenders              | Attorney 3 and 1           | 10/15/2008   | 10/15/2008             | 40.53                    | \$84,312                      | 40              | Public Defense Attorney I               | 1/1/15 | 7.00  | 7.00  | \$97,096.36                              | \$97,096                     | 15.16%                        |
| 92554                | PODRIZNIK, RICHARD       | Society of Counsel        | Paralegal                  | 8/28/2005  | 8/28/2005              | 26.20                    | \$54,489                      | 40              | Public Defense Paralegal                | 1/1/15 | 10.00 | 49    | \$33.62                                  | \$33.62                      | 28.35%                        |
| 92542                | POISEL, JOSHUA           | Society of Counsel        | Attorney                   | 9/20/2006  | 9/20/2006              | 45.00                    | \$93,603                      | 40              | Public Defense Attorney I               | 1/1/15 | 9.00  | 9.00  | \$101,917.57                             | \$101,918                    | 8.88%                         |
| 92543                | POLLOCK, TERRI           | Society of Counsel        | Attorney                   | 3/1/1988   | 3/1/1988               | 51.03                    | \$106,133                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.20%                         |
| 94529                | PORTER, PAMELA           | Society of Counsel        | Legal Assistant            | 6/30/2014  | 6/30/2014              | 19.34                    | \$40,226                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 1.00  | 38    | \$20.44                                  | \$20.44                      | 5.67%                         |
| 92638                | PRADO, ARNOLD            | Defender Association      | Paralegal                  | 6/19/1989  | 6/19/1989              | 30.67                    | \$63,797                      | 40              | Public Defense Paralegal                | 1/1/15 | 10.00 | 49    | \$33.62                                  | \$33.62                      | 9.63%                         |
| 92642                | PRESTIA, WILLIAM         | Defender Association      | Attorney                   | 10/15/2001   | 10/15/2001             | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 92848                | PROUD, SONYA             | NW Defenders              | Prof Non-Legal 10,Paragl   | 10/24/2001   | 10/24/2001             | 30.79                    | \$64,051                      | 40              | Public Defense Paralegal                | 1/1/15 | 10.00 | 49    | \$33.62                                  | \$33.62                      | 9.19%                         |
| 94049                | RADACHY, JANET           | Society of Counsel        | Social Worker              | 3/24/2014  | 3/24/2014              | 23.62                    | \$49,136                      | 40              | Public Defense Mitigation Specialist II | 1/1/15 | 1.00  | 60    | \$34.43                                  | \$34.43                      | 45.76%                        |
| 94958                | RANCICH, EMMA            | Society of Counsel        | Investigator               | 10/8/2010  | 10/8/2014              | 26.32                    | \$54,737                      | 40              | Public Defense Investigator             | 1/1/15 | 5.00  | 52    | \$32.07                                  | \$32.07                      | 21.85%                        |
| 92545                | RANDOLPH JR., JOHN       | Society of Counsel        | Attorney                   | 7/18/2001  | 7/18/2001              | 49.78                    | \$103,543                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 3.73%                         |
| 92643                | REDMAN, HELEN            | Defender Association      | Attorney                   | 3/17/2005  | 3/17/2008              | 45.91                    | \$95,493                      | 40              | Public Defense Attorney I               | 1/1/15 | 10.00 | 10.00 | \$104,729.18                             | \$104,729                    | 9.67%                         |
| 92800                | REPANICH, ANDREW         | Society of Counsel        | Attorney                   | 4/3/2013   | 1/1/2002               | 28.37                    | \$59,002                      | 40              | Public Defense Attorney I               | 1/1/15 | 2.00  | 2.00  | \$64,820.60                              | \$64,821                     | 9.86%                         |
| 92786                | RETTINGHOUSE, HEIDI      | Assoc Counsel for Accused | Attorney - Tier 3          | 6/21/2007  | 6/21/2007              | 40.60                    | \$84,440                      | 40              | Public Defense Attorney I               | 1/1/15 | 8.00  | 8.00  | \$99,238.53                              | \$99,239                     | 17.53%                        |
| 92794                | RICHARDS, JANNA          | Assoc Counsel for Accused | Investigator               | 5/3/2004   | 8/14/2000              | 30.96                    | \$64,391                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 16.62%                        |
| 92795                | RICHARDS, JOSEPH         | Assoc Counsel for Accused | Attorney - Tier 1          | 5/7/2001   | 5/7/2001               | 50.88                    | \$105,825                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.50%                         |
| 92644                | RIEGER, DONNA            | Defender Association      | Bookkeeper                 | 12/11/2002   | 12/11/2008             | 29.80                    | \$61,993                      | 24              | Accountant                              | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 21.13%                        |
| 92796                | RILEY, THOMAS            | Assoc Counsel for Accused | Investigator               | 10/2/1989  | 10/2/1989              | 30.96                    | \$64,391                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 16.62%                        |
| 92645                | ROBERTS, LORRAINE        | Defender Association      | Attorney                   | 8/3/1995   | 8/3/1995               | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 94789                | ROGERS, MICKAYLA         | NW Defenders              | Legal Clerk 1              | 8/18/2014  | 8/18/2014              | 17.72                    | \$36,852                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 1.00  | 38    | \$20.44                                  | \$20.44                      | 15.34%                        |
| 92798                | ROGERS-WILLIAMS, EVELINA | Assoc Counsel for Accused | Office Asst 2/Jail Intvwr  | 9/17/2007  | 9/17/2007              | 18.48                    | \$38,443                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 8.00  | 38    | \$24.70                                  | \$24.70                      | 33.66%                        |
| 92646                | ROMANOVICH, ROBIN        | Defender Association      | Attorney                   | 12/3/2007  | 12/3/2007              | 44.78                    | \$74,511                      | 32              | Public Defense Attorney I               | 1/1/15 | 8.00  | 8.00  | \$79,390.83                              | \$79,391                     | 6.55%                         |
| 76976                | ROMERO, KIM              | Director's Office         | Public Defense Interviewer | 6/2/2008   | 5/7/2007               | 26.71                    | \$55,565                      | 35              | Public Defense Interviewer              | 1/1/15 | 7.00  | 44    | \$27.81                                  | \$27.81                      | 4.12%                         |
| 92558                | RONHOLT, LINDA           | Society of Counsel        | Legal Assistant            | 10/3/1988  | 10/3/1988              | 30.33                    | \$63,084                      | 40              | Legal Administrative Specialist III     | 1/1/15 | 10.00 | 44    | \$29.86                                  | \$30.33                      | 0.00%                         |
| 92801                | ROSIER, NIKELLE          | Assoc Counsel for Accused | Social Worker              | 11/1/1999  | 11/1/1999              | 31.80                    | \$66,151                      | 40              | Public Defense Mitigation Specialist II | 1/1/15 | 10.00 | 60    | \$43.65                                  | \$43.65                      | 37.24%                        |
| 92649                | ROSS, KATHRYN            | Defender Association      | DPAC Dir/Attorney          | 7/26/1998  | 7/26/2005              | 55.40                    | \$57,612                      | 20              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$53,704.11                              | \$57,612                     | 0.00%                         |
| 92802                | RYBALKIN, NICOLE         | Assoc Counsel for Accused | Attorney - Tier 3          | 9/24/2010  | 9/24/2010              | 35.47                    | \$73,768                      | 40              | Public Defense Attorney I               | 1/1/15 | 5.00  | 5.00  | \$92,275.14                              | \$92,275                     | 25.09%                        |
| 92804                | SAEDA, SCOTT             | Assoc Counsel for Accused | Senior Attorney I          | 8/1/1989   | 8/1/1989               | 53.46                    | \$111,193                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$111,193                    | 0.00%                         |
| 92805                | SALOMON, JESSE           | Assoc Counsel for Accused | Attorney - Tier 3          | 8/2/2006   | 8/2/2007               | 40.60                    | \$84,440                      | 40              | Public Defense Attorney I               | 1/1/15 | 9.00  | 9.00  | \$101,917.57                             | \$101,918                    | 20.70%                        |
| 92806                | SAMUEL, ANNA             | Assoc Counsel for Accused | Attorney - Tier 3          | 2/20/2001  | 2/20/2001              | 40.60                    | \$84,440                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 27.20%                        |
| 95607                | SANDERS, CHRISTOPHER     | Assoc Counsel for Accused | Attorney 1                 | 4/6/2015   | 4/6/2015               | 28.99                    | \$60,296                      | 40              | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | 1.51%                         |
| 93287                | SANDERS, MATTHEW         | Assoc Counsel for Accused | Attorney - Tier 2          | 8/28/2013  | 8/28/2013              | 28.94                    | \$60,190                      | 40              | Public Defense Attorney I               | 1/1/15 | 2.00  | 2.00  | \$64,820.60                              | \$64,821                     | 7.69%                         |
| 92652                | SANGUINETTI, BOPHA       | Defender Association      | Mitigation Specialist      | 8/11/2003  | 8/11/2008              | 29.73                    | \$61,845                      | 40              | Public Defense Mitigation Specialist II | 1/1/15 | 10.00 | 60    | \$43.65                                  | \$43.65                      | 46.79%                        |

Service Employees International Union, Local 925 - Department of Public Defense  
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| People<br>Soft<br>ID | Name               | Division                  | Job Name                    | Date used to<br>calculate step<br>placement<br>(and step<br>advancement) | Adj<br>Service<br>Date | Salary<br>Hourly<br>Rate | Current<br>Annualized<br>Rate | Standard<br>Hrs | New Classification                      | Date   | Step  | Grade | Hourly<br>Rate<br>(Annual for<br>Atty's) | 1/1/15<br>Annualized<br>Rate | Rate<br>Increase<br>on 1/1/15 |
|----------------------|--------------------|---------------------------|-----------------------------|--|------------------------|--------------------------|-------------------------------|-----------------|---|--------|-------|-------|--|------------------------------|-------------------------------|
| 92849                | SANTILLAN, JUAN    | NW Defenders              | Prof Non-Legal 3, Paralegal | 5/23/2012  | 5/23/2012              | 25.12                    | \$52,255                      | 40              | Public Defense Paralegal                | 1/1/15 | 3.00  | 49    | \$28.48                                  | \$28.48                      | 13.37%                        |
| 65861                | SARHAN, ATEF       | Director's Office         | Public Defense Interviewer  | 1/1/1989   | 1/1/1989               | 30.11                    | \$62,622                      | 37.5            | Public Defense Interviewer              | 1/1/15 | 10.00 | 44    | \$30.61                                  | \$30.61                      | 1.67%                         |
| 92654                | SCHEINMAN, TENAYA  | Defender Association      | Attorney                    | 3/3/2007   | 3/3/2008               | 45.91                    | \$95,493                      | 40              | Public Defense Attorney I               | 1/1/15 | 8.00  | 8.00  | \$99,238.53                              | \$99,239                     | 3.92%                         |
| 92550                | SCHMIDT, SCOTT     | Society of Counsel        | Attorney                    | 3/1/2001   | 3/1/2001               | 48.54                    | \$100,960                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 6.39%                         |
| 92656                | SCHULTZ, LYNN      | Defender Association      | Investigator                | 7/11/2005  | 7/11/2005              | 29.15                    | \$60,635                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 23.85%                        |
| 92807                | SCHULTZ, RACHAEL   | Assoc Counsel for Accused | Paralegal                   | 11/23/2009   | 11/23/2009             | 24.34                    | \$50,621                      | 40              | Public Defense Paralegal                | 1/1/15 | 6.00  | 49    | \$30.58                                  | \$30.58                      | 25.65%                        |
| 94029                | SCHWARZ, WILLIAM   | NW Defenders              | Attorney 1                  | 3/17/2011  | 3/17/2014              | 35.40                    | \$73,641                      | 40              | Public Defense Attorney I               | 1/1/15 | 4.00  | 4.00  | \$85,712.09                              | \$85,712                     | 16.39%                        |
| 92657                | SCOTT, DEBRA       | Defender Association      | Investigator                | 9/6/2006   | 9/6/2006               | 28.31                    | \$58,874                      | 40              | Public Defense Investigator             | 1/1/15 | 9.00  | 52    | \$35.26                                  | \$35.26                      | 24.56%                        |
| 94274                | SCULLY, SIDNEY     | Assoc Counsel for Accused | Investigator                | 5/12/2008  | 5/12/2014              | 28.29                    | \$58,853                      | 40              | Public Defense Investigator             | 1/1/15 | 7.00  | 52    | \$33.62                                  | \$33.62                      | 18.83%                        |
| 92660                | SEAGER, SARA       | Defender Association      | Investigator                | 8/24/1998  | 8/24/1998              | 30.67                    | \$63,797                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 17.71%                        |
| 92662                | SELK, CHRISTIAN    | Defender Association      | Investigation Asst Supv     | 11/30/1987   | 11/30/1987             | 34.57                    | \$71,901                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 4.44%                         |
| 92808                | SEVILLA, IRIS      | Assoc Counsel for Accused | Investigator                | 9/1/1989   | 9/1/1989               | 33.42                    | \$69,504                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 8.04%                         |
| 92900                | SHALEEN, GARY      | Assoc Counsel for Accused | Paralegal                   | 2/27/2013  | 2/27/2013              | 21.61                    | \$44,957                      | 40              | Public Defense Paralegal                | 1/1/15 | 2.00  | 49    | \$27.81                                  | \$27.81                      | 28.68%                        |
| 92551                | SHAMULKA, BRUCE    | Society of Counsel        | Attorney                    | 10/16/1995   | 10/16/1995             | 48.54                    | \$100,960                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 6.39%                         |
| 95118                | SHARKEY, KIMBERLY  | Defender Association      | Attorney                    | 11/6/2008  | 11/6/2014              | 44.77                    | \$93,130                      | 40              | Public Defense Attorney I               | 1/1/15 | 7.00  | 7.00  | \$97,096.36                              | \$97,096                     | 4.26%                         |
| 92810                | SHAW, KRIS         | Assoc Counsel for Accused | Attorney - Tier 1           | 10/24/2001   | 10/24/2001             | 50.88                    | \$105,825                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.50%                         |
| 92664                | SHEPHERD, TORI     | Defender Association      | Attorney                    | 5/7/2012   | 5/7/2012               | 30.65                    | \$63,754                      | 40              | Public Defense Attorney I               | 1/1/15 | 3.00  | 3.00  | \$74,864.69                              | \$74,865                     | 17.43%                        |
| 92988                | SHER, ELIZABETH    | NW Defenders              | Attorney 1 and 2            | 11/5/2012  | 11/5/2012              | 28.94                    | \$60,190                      | 40              | Public Defense Attorney I               | 1/1/15 | 3.00  | 3.00  | \$74,864.69                              | \$74,865                     | 24.38%                        |
| 93954                | SHOECRAFT, JAHNA   | Assoc Counsel for Accused | Social Worker               | 2/24/2008  | 2/24/2014              | 28.29                    | \$58,853                      | 24              | Public Defense Mitigation Specialist II | 1/1/15 | 7.00  | 60    | \$40.65                                  | \$40.65                      | 43.66%                        |
| 92666                | SHOTWELL, KRISTIN  | Defender Association      | Attorney                    | 10/1/2010  | 12/18/2001             | 35.40                    | \$73,641                      | 40              | Public Defense Attorney I               | 1/1/15 | 5.00  | 5.00  | \$92,275.14                              | \$92,275                     | 25.30%                        |
| 92628                | SICHEL, WHITNEY    | Defender Association      | Attorney                    | 2/6/2012   | 2/6/2012               | 30.65                    | \$63,754                      | 40              | Public Defense Attorney I               | 1/1/15 | 3.00  | 3.00  | \$74,864.69                              | \$74,865                     | 17.43%                        |
| 93880                | SILVESTRE, SELENE  | Defender Association      | Legal Asst/Office Asst      | 1/27/2011  | 1/27/2014              | 18.14                    | \$37,722                      | 40              | Legal Administrative Specialist I       | 1/1/15 | 4.00  | 34    | \$20.43                                  | \$20.43                      | 12.67%                        |
| 92853                | SIRKIN, MICOL      | NW Defenders              | Attorney 2 and 2            | 9/8/2010   | 9/8/2010               | 35.40                    | \$73,641                      | 40              | Public Defense Attorney I               | 1/1/15 | 5.00  | 5.00  | \$92,275.14                              | \$92,275                     | 25.30%                        |
| 92669                | SKOW, CYNTHIA      | Defender Association      | Social Work Supervisor      | 6/18/1990  | 6/18/1990              | 36.69                    | \$76,314                      | 40              | Public Defense Mitigation Specialist II | 1/1/15 | 10.00 | 60    | \$43.65                                  | \$43.65                      | 18.96%                        |
|                      | Smith, DeShawn     |                           |                             | 4/27/2015  | 4/27/2015              | 24.30                    | \$50,537                      | 40              | Public Defense Paralegal                | 1/1/15 | 1.00  | 49    | \$26.53                                  | \$26.53                      | 9.18%                         |
| 94872                | SMITH, SADE        | NW Defenders              | Attorney 1                  | 9/15/2012  | 9/15/2014              | 30.65                    | \$63,756                      | 40              | Public Defense Attorney I               | 1/1/15 | 3.00  | 3.00  | \$74,864.69                              | \$74,865                     | 17.42%                        |
| 94238                | SOLTERO, BRANDON   | Society of Counsel        | Clerk                       | 5/1/2014   | 5/1/2014               | 19.34                    | \$40,231                      | 40              | Legal Administrative Specialist I       | 1/1/15 | 1.00  | 34    | \$18.59                                  | \$19.34                      | 0.00%                         |
| 92854                | SOMERSTEIN, LESLIE | NW Defenders              | Attorney - Grade 3          | 8/9/2010   | 8/9/2010               | 35.87                    | \$74,617                      | 40              | Public Defense Attorney I               | 1/1/15 | 5.00  | 5.00  | \$92,275.14                              | \$92,275                     | 23.67%                        |
| 92563                | SONIK, LAUREN      | Society of Counsel        | Investigator                | 4/14/1986  | 4/14/1986              | 35.10                    | \$73,006                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 2.86%                         |
| 92594                | SORENSEN, DAVID    | Society of Counsel        | Attorney                    | 7/15/2000  | 7/15/2000              | 51.66                    | \$107,461                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,461                    | 0.00%                         |
| 92670                | SPENCER, ERICK     | Defender Association      | Senior Attorney             | 9/3/1991   | 9/3/1991               | 52.06                    | \$108,286                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$108,286                    | 0.00%                         |
| 78707                | SPENCER, JEFFERY   | NW Defenders              | Prof Non-Legal 4, Paralegal | 6/2/2008   | 6/2/2008               | 25.88                    | \$53,825                      | 40              | Public Defense Paralegal                | 1/1/15 | 7.00  | 49    | \$31.31                                  | \$31.31                      | 21.01%                        |
| 92899                | STARR, BRIAN       | Assoc Counsel for Accused | Attorney                    | 5/13/2013  | 5/13/2013              | 28.94                    | \$60,190                      | 40              | Public Defense Attorney I               | 1/1/15 | 2.00  | 2.00  | \$64,820.60                              | \$64,821                     | 7.69%                         |
| 92672                | STEARN, THERESA    | Defender Association      | Docket Clerk                | 4/11/1988  | 4/11/1988              | 27.30                    | \$56,774                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 10.00 | 38    | \$25.90                                  | \$27.30                      | 0.00%                         |
| 92596                | STEPHENS, ISAAC    | Society of Counsel        | Attorney                    | 10/4/1988  | 10/4/1988              | 47.24                    | \$98,251                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 9.32%                         |
| 92855                | STEWART, KEVIN     | NW Defenders              | Prof Non-Legal 9, Invstgr   | 5/18/2005  | 5/18/2009              | 30.79                    | \$64,051                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 17.24%                        |
| 92811                | STEWART, VIRGINIA  | Assoc Counsel for Accused | Investigator                | 7/11/2005  | 7/11/2005              | 32.41                    | \$67,403                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 11.41%                        |
| 95865                | STOCK, MATTHEW     | NW Defenders              | Attorney 1                  | 5/15/2015  | 5/15/2015              | 27.81                    | \$57,835                      | 40              | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | 5.83%                         |
| 92813                | STUDEMAN, PAMELA   | Assoc Counsel for Accused | Attorney - Tier 2           | 3/3/1987   | 3/3/1987               | 45.99                    | \$95,663                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 12.28%                        |
| 94957                | SUNER, VICTORIA    | Society of Counsel        | Investigator                | 10/8/2009  | 10/8/2014              | 28.97                    | \$60,253                      | 40              | Public Defense Investigator             | 1/1/15 | 6.00  | 52    | \$32.84                                  | \$32.84                      | 13.35%                        |
| 92844                | SUSLOVA, TATYANA   | NW Defenders              | Legal Clerk 6               | 8/16/2011  | 8/16/2011              | 20.44                    | \$42,517                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 4.00  | 38    | \$22.47                                  | \$22.47                      | 9.91%                         |
| 78065                | SYMONS, BRANDT     | Society of Counsel        | Attorney                    | 3/24/2008  | 3/24/2008              | 28.37                    | \$59,002                      | 40              | Public Defense Attorney I               | 1/1/15 | 7.00  | 7.00  | \$97,096.36                              | \$97,096                     | 64.57%                        |
| 95250                | TESFAYE, BEZAWIT   | Defender Association      | Paralegal                   | 12/23/2012   | 12/23/2014             | 23.03                    | \$47,906                      | 40              | Public Defense Paralegal                | 1/1/15 | 3.00  | 49    | \$28.48                                  | \$28.48                      | 23.66%                        |



Service Employees International Union, Local 925 - Department of Public Defense  
ATTACHMENT - Memorandum of Agreement (462U0215): Step Placement for all newly classified employees

| People<br>Soft<br>ID | Name                    | Division                  | Job Name                      | Date used to<br>calculate step<br>placement<br>(and step<br>advancement) | Adj<br>Service<br>Date | Salary<br>Hourly<br>Rate | Current<br>Annualized<br>Rate | Standard<br>Hrs | New Classification                      | Date   | Step  | Grade | Hourly<br>Rate<br>(Annual for<br>Atty's) | 1/1/15<br>Annualized<br>Rate | Rate<br>Increase<br>on 1/1/15 |
|----------------------|-------------------------|---------------------------|-------------------------------|--|------------------------|--------------------------|-------------------------------|-----------------|---|--------|-------|-------|--|------------------------------|-------------------------------|
| 92674                | THOMAS, LEONA           | Defender Association      | Attorney                      | 8/1/1986   | 8/1/1986               | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 92677                | TOBIN, MILO             | Defender Association      | Docket Clerk                  | 7/19/1999  | 7/19/1999              | 27.30                    | \$56,774                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 10.00 | 38    | \$25.90                                  | \$27.30                      | 0.00%                         |
| 92856                | TORRES, MARLON          | NW Defenders              | Prof Non-Legal 2,Invstgr      | 9/29/2008  | 9/29/2008              | 24.40                    | \$50,749                      | 40              | Public Defense Investigator             | 1/1/15 | 7.00  | 52    | \$33.62                                  | \$33.62                      | 37.81%                        |
| 92679                | TRAN, HONG              | Defender Association      | Attorney                      | 6/11/2004  | 6/11/2008              | 49.52                    | \$103,004                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 4.28%                         |
| 67566                | TRICKEY, LOIS           | Society of Counsel        | Attorney                      | 1/1/1981   | 1/1/1981               | 51.03                    | \$106,133                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.20%                         |
| 93574                | TSAO, AILEEN            | Defender Association      | Senior Attorney               | 11/1/2013  | 11/1/2013              | 28.94                    | \$60,199                      | 40              | Public Defense Attorney I               | 1/1/15 | 2.00  | 2.00  | \$64,820.60                              | \$64,821                     | 7.68%                         |
| 68623                | TUGUBUMAS, ROSEMARIE    | Director's Office         | Public Defense Coordinator    | 10/18/1981   | 10/18/1981             | 33.86                    | \$70,437                      | 40              | Public Defense Coordinator              | 1/1/15 | 10.00 | 50    | \$35.29                                  | \$35.29                      | 4.22%                         |
| 92681                | TURNER, TIFFANIE        | Defender Association      | Paralegal                     | 7/26/1999  | 7/26/1999              | 30.67                    | \$63,797                      | 40              | Public Defense Paralegal                | 1/1/15 | 10.00 | 49    | \$33.62                                  | \$33.62                      | 9.63%                         |
| 94427                | URS, TARA               | Defender Association      | Attorney                      | 6/16/2010  | 6/16/2014              | 43.63                    | \$90,759                      | 40              | Public Defense Attorney I               | 1/1/15 | 5.00  | 5.00  | \$92,275.14                              | \$92,275                     | 1.67%                         |
| 92816                | VARGAS, HAYDEE          | Assoc Counsel for Accused | Attorney - Tier 2             | 5/24/2004  | 5/24/2004              | 45.99                    | \$95,663                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 12.28%                        |
| 92684                | VARNADO-RHODES, SHARON  | Defender Association      | Attorney                      | 4/20/1998  | 4/20/1998              | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 92686                | VAVRICK, DOUGLAS        | Defender Association      | Paralegal                     | 5/24/2004  | 5/24/2004              | 29.73                    | \$61,845                      | 40              | Public Defense Paralegal                | 1/1/15 | 10.00 | 49    | \$33.62                                  | \$33.62                      | 13.09%                        |
| 92688                | VERNON, PAUL            | Defender Association      | Attorney                      | 9/2/2008   | 9/2/2008               | 44.78                    | \$93,138                      | 40              | Public Defense Attorney I               | 1/1/15 | 7.00  | 7.00  | \$97,096.36                              | \$97,096                     | 4.25%                         |
| 94737                | VILLA, ERIKA            | Defender Association      | Investigator                  | 8/4/2009   | 8/4/2014               | 26.73                    | \$55,594                      | 40              | Public Defense Investigator             | 1/1/15 | 6.00  | 52    | \$32.84                                  | \$32.84                      | 22.85%                        |
| 92822                | WALKER, SOFIA           | Assoc Counsel for Accused | Paralegal                     | 9/14/2009  | 9/14/2009              | 23.77                    | \$49,433                      | 40              | Public Defense Paralegal                | 1/1/15 | 6.00  | 49    | \$30.58                                  | \$30.58                      | 28.67%                        |
| 92691                | WALLACE, KATHERINE      | Defender Association      | Attorney                      | 8/26/1996  | 8/26/1996              | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 92858                | WARD, RAYMOND           | NW Defenders              | Prof Non-Legal 9,Invstgr      | 10/28/2003   | 10/28/2003             | 29.89                    | \$62,163                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 20.80%                        |
| 92597                | WARTNIK, FELICIA        | Society of Counsel        | Attorney                      | 8/29/1994  | 8/29/1994              | 47.24                    | \$98,251                      | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 9.32%                         |
| 92895                | WEAVER, KATELYN         | Assoc Counsel for Accused | Attorney 1                    | 1/9/2012   | 1/9/2012               | 28.94                    | \$60,190                      | 40              | Public Defense Attorney I               | 1/1/15 | 3.00  | 3.00  | \$74,864.69                              | \$74,865                     | 24.38%                        |
| 66485                | WEIGEL, TAMMI           | Director's Office         | Public Defense Interviewer    | 5/16/2007  | 5/16/2007              | 27.36                    | \$56,899                      | 26.25           | Public Defense Interviewer              | 1/1/15 | 8.00  | 44    | \$28.48                                  | \$28.48                      | 4.11%                         |
| 40249                | WEISBERG, SUSAN         | Assoc Counsel for Accused | Mitigation Specialist         | 12/3/2006  | 12/3/2014              | 28.29                    | \$58,853                      | 20              | Public Defense Mitigation Specialist II | 1/1/15 | 9.00  | 60    | \$42.62                                  | \$42.62                      | 50.64%                        |
| 92859                | WHEELER, QUINLAN        | NW Defenders              | Legal Clerk 1                 | 8/1/2011   | 8/1/2011               | 17.72                    | \$36,852                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 4.00  | 38    | \$22.47                                  | \$22.47                      | 26.81%                        |
| 94180                | WHITE, MONYCA           | Society of Counsel        | Attorney                      | 4/21/2014  | 4/21/2014              | 37.13                    | \$77,222                      | 40              | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$77,222                     | 0.00%                         |
|                      | Wiggins, Henry          | Defender Association      | Attorney                      | 8/7/2000   | 8/7/2000               | 50.79                    | \$105,634                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 1.68%                         |
| 92860                | WIGGS-MARTIN, JOSEPHINE | NW Defenders              | Attorney 3 and 2              | 1/9/2006   | 1/9/2006               | 43.64                    | \$90,762                      | 40              | Public Defense Attorney I               | 1/1/15 | 9.00  | 9.00  | \$101,917.57                             | \$101,918                    | 12.29%                        |
| 92828                | WILLIAMS, LEONARD       | Assoc Counsel for Accused | Investigator                  | 9/12/2005  | 9/12/2005              | 32.41                    | \$67,403                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 11.41%                        |
| 92832                | WILSON, DEBORAH         | Assoc Counsel for Accused | Attorney - Tier 1             | 2/1/1987   | 2/1/1987               | 48.28                    | \$100,415                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | 6.96%                         |
| 92835                | WITHERSPOON, BETTYE     | Assoc Counsel for Accused | Investigator                  | 1/21/1987  | 1/21/1987              | 33.42                    | \$69,504                      | 40              | Public Defense Investigator             | 1/1/15 | 10.00 | 52    | \$36.10                                  | \$36.10                      | 8.04%                         |
| 92862                | WOLF, SAMUEL            | NW Defenders              | Attorney 2 and 1              | 6/23/2010  | 6/23/2011              | 35.40                    | \$73,641                      | 40              | Public Defense Attorney I               | 1/1/15 | 5.00  | 5.00  | \$92,275.14                              | \$92,275                     | 25.30%                        |
| 92863                | WOLFE, JUSTIN           | NW Defenders              | Attorney 4&3,Atty Unit Supv   | 4/30/2003  | 4/30/2003              | 52.19                    | \$108,562                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$108,562                    | 0.00%                         |
| 92837                | WOOD, SUSAN             | Assoc Counsel for Accused | Social Worker                 | 5/16/1997  | 5/16/1997              | 33.42                    | \$69,504                      | 40              | Public Defense Mitigation Specialist II | 1/1/15 | 10.00 | 60    | \$43.65                                  | \$43.65                      | 30.62%                        |
| 88687                | WOODS, AMONTAINE        | Assoc Counsel for Accused | Word Processor Tech           | 1/30/2012  | 1/30/2015              | 19.41                    | \$40,374                      | 40              | Word Processing Operator                | 1/1/15 | 3.00  | 42    | \$24.12                                  | \$24.12                      | 24.28%                        |
| 92839                | YESCAS, CLAUDIA         | Assoc Counsel for Accused | Office Asst 2/Receptn         | 2/21/2012  | 2/21/2012              | 16.64                    | \$34,603                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 3.00  | 38    | \$21.94                                  | \$21.94                      | 31.89%                        |
| 92936                | YOUNG, JEFFREY          | NW Defenders              | Legal Clerk 2                 | 1/14/2013  | 1/14/2013              | 17.72                    | \$36,852                      | 40              | Legal Administrative Specialist II      | 1/1/15 | 2.00  | 38    | \$21.43                                  | \$21.43                      | 20.93%                        |
| 92696                | YOUNG, LEI              | Defender Association      | Attorney                      | 9/7/2006   | 9/7/2006               | 45.91                    | \$95,493                      | 40              | Public Defense Attorney I               | 1/1/15 | 9.00  | 9.00  | \$101,917.57                             | \$101,918                    | 6.73%                         |
| 92698                | ZIMMERMAN, HENRY        | Defender Association      | Mitigation Specialist         | 8/21/1998  | 8/21/2006              | 30.67                    | \$63,797                      | 40              | Public Defense Mitigation Specialist II | 1/1/15 | 10.00 | 60    | \$43.65                                  | \$43.65                      | 42.30%                        |
| 92700                | ZORICH, JACKLYNN        | Defender Association      | Supervisor - SOC Div          | 1/2/2003   | 1/2/2003               | 56.79                    | \$118,131                     | 40              | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$118,131                    | 0.00%                         |
|                      | Bays, Nathan            | Defender Association      | Attorney                      | 8/17/2012  | 8/17/2015              |                          |                               |                 | Public Defense Attorney I               | 1/1/15 | 3.00  | 3.00  | \$74,864.69                              | \$74,865                     | NA                            |
|                      | Bray, David             | Society of Counsel        | Attorney                      | 4/17/2015  | 4/17/2015              |                          |                               |                 | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | NA                            |
|                      | Brown Lee, Deborah      | Assoc Counsel             | Attorney                      | 7/20/2011  | 7/20/2015              |                          |                               |                 | Public Defense Attorney I               | 1/1/15 | 4.00  | 4.00  | \$85,712.09                              | \$85,712                     | NA                            |
|                      | de Peyster, Brooks      | Defender Association      | Attorney                      | 8/3/2015   | 8/3/2015               |                          |                               |                 | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | NA                            |
|                      | Dooley, Vanessa         | Assoc Counsel             | Attorney                      | 8/24/2015  | 8/24/2015              |                          |                               |                 | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | NA                            |
|                      | Farole, Jamila          | Assoc Counsel             | Social Worker/Mitigation Spec | 8/3/2015   | 8/3/2015               |                          |                               |                 | Public Defense Mitigation Specialist II | 1/1/15 | 1.00  | 60    | \$34.43                                  | \$34.43                      | NA                            |

Service Employees International Union, Local 925 - Department of Public Defense  
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| People<br>Soft<br>ID | Name             | Division             | Job Name                      | Date used to<br>calculate step<br>placement<br>(and step<br>advancement) | Adj<br>Service<br>Date | Salary<br>Hourly<br>Rate | Current<br>Annualized<br>Rate | Standard<br>Hrs | New Classification                      | Date   | Step  | Grade | Hourly<br>Rate<br>(Annual for<br>Atty's) | 1/1/15<br>Annualized<br>Rate | Rate<br>Increase<br>on 1/1/15 |
|----------------------|------------------|----------------------|-------------------------------|--|------------------------|--------------------------|-------------------------------|-----------------|---|--------|-------|-------|--|------------------------------|-------------------------------|
|                      | Jenkins, Ahmed   | Defender Association | Attorney                      | 8/17/2008  | 8/17/2015              |                          |                               |                 | Public Defense Attorney I               | 1/1/15 | 7.00  | 7.00  | \$97,096.36                              | \$97,096                     | NA                            |
|                      | Marie, Sarra     | Assoc Counsel        | Attorney                      | 8/20/2013  | 8/20/2015              |                          |                               |                 | Public Defense Attorney I               | 1/1/15 | 2.00  | 2.00  | \$64,820.60                              | \$64,821                     | NA                            |
|                      | Rusk, Timothy    | Assoc Counsel        | Attorney                      | 6/27/2015  | 6/27/2015              |                          |                               |                 | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | NA                            |
|                      | Russell, Kelly   | Assoc Counsel        | Social Worker/Mitigation Spec | 8/10/2008  | 8/10/2015              |                          |                               |                 | Public Defense Mitigation Specialist II | 1/1/15 | 7.00  | 60    | \$40.65                                  | \$40.65                      | NA                            |
|                      | Stevens, Brandon | NW Defender          | Attorney                      | 7/27/2013  | 7/27/2015              |                          |                               |                 | Public Defense Attorney I               | 1/1/15 | 2.00  | 2.00  | \$64,820.60                              | \$64,821                     | NA                            |
|                      | Truett, Steven   | Defender Association | Legal Office Assistant        | 7/6/2015   | 7/6/2015               |                          |                               |                 | Legal Administrative Specialist I       | 1/1/15 | 1.00  | 34    | \$18.59                                  | \$18.59                      | NA                            |
|                      | Palmer, Harold   | Society of Counsel   | Attorney                      | 10/2/2002  | 10/2/2006              |                          |                               |                 | Public Defense Attorney I               | 1/1/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | NA                            |
|                      | Mahaleth, Jeng   | Defender Association | Office Assistant              | 4/29/2015  | 4/29/2015              |                          |                               |                 | Legal Administrative Specialist I       | 1/1/15 | 1.00  | 34    | \$18.59                                  | \$18.59                      | NA                            |
|                      | Rose, Lea        | Assoc Counsel        | Word Processor Tech           | 10/15/2010   | 10/15/2012             |                          |                               |                 | Word Processing Operator                | 1/1/15 | 5.00  | 42    | \$25.30                                  | \$25.30                      | NA                            |
|                      | Langley, Mark    | Assoc Counsel        | Attorney                      | 6/20/2005  | 6/20/2005              |                          |                               |                 | Public Defense Attorney I               | 1/1/15 | 10.00 | 10.00 | \$104,729.18                             | \$104,729                    | NA                            |
|                      | Roberts, Royce   | Society of Counsel   | Attorney                      | 9/10/1990  | 9/10/1990              |                          |                               |                 | Public Defense Attorney I               | 1/2/15 | 11.00 | 11.00 | \$107,408.22                             | \$107,408                    | NA                            |
|                      | Alho, Kieran     | Director's Office    | Legal Assistant               | 9/29/2015  | 9/29/2015              |                          |                               |                 | Legal Administrative Specialist II      | 1/1/15 | 1.00  | 38    | \$20.44                                  | \$20.44                      | NA                            |
|                      | Johnson, Jodi    | Society of Counsel   | Legal Assistant               | 9/14/2015  | 9/14/2015              |                          |                               |                 | Legal Administrative Specialist I       | 1/1/15 | 1.00  | 34    | \$18.59                                  | \$18.59                      | NA                            |
|                      | Klein, Stephanie | Society of Counsel   | Legal Assistant               | 10/5/2015  | 10/5/2015              |                          |                               |                 | Legal Administrative Specialist I       | 1/1/15 | 1.00  | 34    | \$18.59                                  | \$18.59                      | NA                            |
|                      | Elijah, Emily    | Society of Counsel   | Attorney                      | 10/3/2015  | 10/3/2015              |                          |                               |                 | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | NA                            |
|                      | Gallardo, Alej   | Assoc Counsel        | Legal Admin Spec II           | 9/14/2015  | 9/14/2015              |                          |                               |                 | Legal Administrative Specialist I       | 1/1/15 | 1.00  | 34    | \$18.59                                  | \$18.59                      | NA                            |
|                      | Cecchini, Gina   | Assoc Counsel        | Legal Admin Spec II           | 9/14/2015  | 9/14/2015              |                          |                               |                 | Legal Administrative Specialist I       | 1/1/15 | 1.00  | 34    | \$18.59                                  | \$18.59                      | NA                            |
|                      | Marlow, John     | Defender Association | Attorney                      | 10/5/2015  | 10/5/2015              |                          |                               |                 | Public Defense Attorney I               | 1/1/15 | 1.00  | 1.00  | \$61,204.36                              | \$61,204                     | NA                            |
|                      | Putka, Daphne    | Assoc Counsel        | Attorney                      | 9/14/2013  | 9/14/2015              |                          |                               |                 | Public Defense Attorney I               | 1/1/15 | 2.00  | 2.00  | \$64,820.60                              | \$64,821                     | NA                            |
|                      | Roman, Hannah    | Defender Association | Attorney                      | 10/1/2009  | 10/1/2015              |                          |                               |                 | Public Defense Attorney I               | 1/1/15 | 6.00  | 6.00  | \$94,685.09                              | \$94,685                     | NA                            |

**Memorandum of Agreement  
By and Between  
King County  
And  
Service Employees International Union, Local 925  
Department of Public Defense**

**Subject: Initial Placement of Seniors**

**Introduction:**

The Department of Public Defense recognizes that salary parity in the American Bar Association's Ten Principles of a Public Defense Delivery System between prosecution and defense cannot be achieved unless there is approximate parity in the distribution of non-senior and senior level attorneys between the prosecution and defense.

The parties recognize that this parity is not a mathematical exercise, but rather one that must cater to the needs of the Department of Public Defense to recruit, retain, and promote talented and qualified non-senior and senior level attorneys to represent indigent defendants in King County.

The purpose of this MOA between the parties is to designate a process to initially fill the senior public defender positions in the Department of Public Defense.

**Background:**

1. The parties have negotiated in good faith and agreed to a first Collective Bargaining Agreement (CBA) between King County and SEIU, Local 925 representing non-supervisory employees of the Department of Public Defense (DPD).
2. Historically, the predecessor public defense agencies that became the divisions of the Department of Public Defense lacked parity regarding the number of and levels of senior attorneys, as such, very few attorneys were designated as senior attorneys.
3. The Prosecuting Attorney's Office (PAO), excluding the civil division, presently has approximately 191 prosecuting attorneys, approximately 97 of whom are Senior Prosecuting Attorneys (approximately 50%).

4. The parties desire that the number of Senior Public Defenders in DPD be determined by the number of public defenders performing work in practice areas that the PAO also appears in, multiplied by the percentage of deputies in the DPD practice areas that the PAO appears in who are seniors.

5. The CBA provides in article 26 for a method of selection of senior attorneys and the promotion of senior attorneys between the various senior levels.

6. The parties wish to modify the application of article 26 for the initial populating of the senior levels pursuant to this MOA.

**Agreement:**

1. This MOA shall be effective upon adoption of the CBA by ordinance of the Metropolitan King County Council and shall expire on December 31, 2016, unless extended in writing by mutual agreement of the parties.

2. The parties agree that article 26, subject to the following modifications shall apply for the initial populating of the senior levels.

a. The timelines specified in Article 26 are hereby waived.

b. Attorneys that are eligible under Article 26 to submit an application for placement into a senior level may submit an application to be initially placed at any senior level.

c. All Attorneys placed in a senior level pursuant to this MOA shall receive their senior level pay retroactive to January 1, 2015, consistent with Article 26.2.

d. DPD shall, absent an emergency circumstance or circumstances, select at least 35 seniors no later than six (6) months following the effective date of this MOA, provided that 35 or more public defenders apply to become senior public defenders. This number is intended to reflect an initial placement. It is understood that this number represents less than the current approximate senior parity with the prosecutor's office.

e. Subject to "d" above, a minimum of five (5) public defenders selected for senior level placement shall be placed at senior level four (4) or higher. Those selected for senior levels below senior level four (4) shall be approximately equally distributed between senior levels one (1), two (2), and three (3).

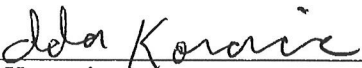
f. If an agency designated senior is selected for senior level placement, he or she shall be placed no lower than senior level two (2).

g. Salary step placement for those selected for senior level placement shall be to step one (1) of the applicable senior level pay range or the step that is closest to the employee's existing salary within the range that is not a decrease, whichever is higher. In the event an

employee's current wage is higher than the top step of the senior level salary range, his or her salary shall be Y-rated (frozen) until such time as the top step of the pay range increases to a level equal to or higher than the employee's current salary or the employee is selected for placement into a higher senior level and corresponding pay range.


3. The parties agree to review the application and review process for senior placement in a labor management committee with the goal of suggesting possible improvements to the application, review, and selection process.

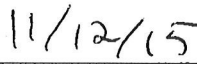
For Service Employees International Union, Local 925:

  
\_\_\_\_\_  
Ida Kovacic  
Organizer/Representative

  
\_\_\_\_\_  
Date

For King County:

  
\_\_\_\_\_  
Sasha P. Alessi  
Labor Negotiator  
Office of Labor Relations  
King County Executive Office

  
\_\_\_\_\_  
Date