

**Memorandum of Agreement
for Appendix 14 of the Master Labor Agreement
International Brotherhood of Teamsters Local 117
Wastewater Treatment Division, Supervisors - Department of Natural Resources & Parks
[157]**

Subject: Accretion of Department of Natural Resources & Parks, Wastewater Treatment Division - Supervisors

This Agreement (Agreement) is entered into by and between King County (the County) and the International Brotherhood of Teamsters Local 117 (the Union).

WHEREAS Teamsters Local 117 (the Union) is the exclusive bargaining representative for a new unit comprised of all full-time and regular part-time supervisory employees in the Project Planning and Delivery, and Resource and Recovery Sections, and Environmental and Community Services sections of the Wastewater Treatment Division of the King County Department of Natural Resources and Parks whose classifications are listed below, excluding non-supervisory bargaining unit employees, confidential employees, managers, administrative employees and all other employees of the County; and

WHEREAS though the Union has the right to bargain a new Collective Bargaining Agreement addressing wages, hours and working conditions with the County on behalf of the new supervisor bargaining unit, the parties agree a community of interest exists with the employees represented by the Union in the Wastewater Treatment Division covered by the Collective Bargaining Agreement with a contract code [157]; and

WHEREAS the parties agree to apply all terms of the contract code 157 to the unit; except, as provided below;

THEREFORE, the parties agree as follows:

Recognition: The County recognizes the Union as the exclusive bargaining representative for the employees described herein and are in the classifications listed below. The County and the Union agree to accrete the unit under the Teamsters Local 117 Wastewater Treatment Division Supervisors' Units, contract code 157, under new Addendum C, the terms and conditions are described as follows:

ADDENDUM C

1. Classifications and Pay Rates:

<u>cba Code: 157</u>		<u>ADDENDUM C</u>		<u>Union Code:</u> F5B
<u>Job Class Code</u>	<u>PeopleSoft Job Code</u>	<u>Classification Title</u>	<u>Wage Range*</u>	
5401100	540205	Environmental Programs Managing Supervisor	74	
7119500	710403	Project Control Engineer Supervisor	74	

cba Code: 157		ADDENDUM C	Union Code: F5B
Job Class Code	PeopleSoft Job Code	Classification Title	Wage Range*
7160600	712806	Wastewater Capital Projects Managing Supervisor	75
7117600	715604	Wastewater Construction Management VI	75
7116600	714104	Wastewater Engineer Supervisor	75

** For rates please refer to the Salary Table below.*

1/1/2019 Wage Range – 4% Increase

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
74	\$53.6883	\$56.2921	\$57.6431	\$59.0266	\$60.4432	\$61.8939	\$63.3793	\$64.9005	\$66.4581	\$68.0531
75	\$54.9767	\$57.6431	\$59.0266	\$60.4432	\$61.8939	\$63.3793	\$64.9005	\$66.4581	\$68.0531	\$69.6863

1/1/2020 Wage Range – 1.5% Increase

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
74	\$54.4936	\$57.1365	\$58.5077	\$59.9120	\$61.3498	\$62.8223	\$64.3300	\$65.8740	\$67.4550	\$69.0739
Actual	\$53.4936	\$56.1365	\$57.5077	\$58.9120	\$60.3498	\$61.8223	\$63.3300	\$64.8740	\$66.4550	\$68.0739
75	\$55.8014	\$58.5077	\$59.9120	\$61.3498	\$62.8223	\$64.3300	\$65.8740	\$67.4550	\$69.0739	\$70.7316
Actual	\$54.8014	\$57.5077	\$58.9120	\$60.3498	\$61.8223	\$63.3300	\$64.8740	\$66.4550	\$68.0739	\$69.7316

7/1/2020 Wage Range – 1.5% Increase

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
74	\$55.2989	\$57.9809	\$59.3724	\$60.7974	\$62.2565	\$63.7507	\$65.2807	\$66.8475	\$68.4518	\$70.0947
Actual	\$54.2989	\$56.9809	\$58.3724	\$59.7974	\$61.2565	\$62.7507	\$64.2807	\$65.8475	\$67.4518	\$69.0947
75	\$56.6261	\$59.3724	\$60.7974	\$62.2565	\$63.7507	\$65.2807	\$66.8475	\$68.4518	\$70.0947	\$71.7769
Actual	\$55.6261	\$58.3724	\$59.7974	\$61.2565	\$62.7507	\$64.2807	\$65.8475	\$67.4518	\$69.0947	\$70.7769

By agreement, the wage rates for 2020 are reduced by \$1.00 per hour and the County will contribute \$1.00 per hour to the Western Conference of Teamsters Pension Trust as provided under Section 3.

2. Bonus and GWI: All provisions of the 2019-2020 Memorandum of Agreement addressing

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“Total Compensation” shall apply to these employees and shall supersede any previous agreements made with respect to Total Compensation and General Wage Increases (GWI). The 2019 and 2020 GWI is incorporated in the unique wage range tables in Section 1 of this Agreement.

3. Pension: The County will contribute one dollar (\$1.00) to the Western Conference of Teamsters Pension Trust (Pension Trust) on behalf of each member of the bargaining unit whose position is covered under Addendum C, effective January 1, 2020, in accordance with the parties’ pension agreements.

4. Certifications, Professional Designations and Licenses:

The effective date for certification, professional designation, and/or license premium pay shall be prospective from the date that the request is submitted by the employee to the WTD Certification Pay Administrator, regardless of the date certified or recertified. No retroactive payments will be made for failure to provide documentation.

Professional Licenses. Employees who have one or more current Washington State professional licenses in the branches of Architect, Civil, Mechanical, Electrical, Chemical, Environmental, Sanitary, or Structural shall be paid \$50 dollars per month. If the professional license is directly applicable to their employment, they will receive an additional \$50 dollars per month.

Certifications and Professional Designations.

- One of: AACE International (CCCTTM/CCCETM, CCTTM, EVPTTM, and PSPTM)
- Association of Energy Engineers (AEE) Certified Energy Managers (CEM)
- Certified Professional in Erosion and Sediment Control
- Certified Public Accountant (CPA)
- CMC – Construction Management Certification
- CMI Construction Manager
- Green Building Certification Institute (GBCI) LEED AP
- Hazardous Waste Certification HAZWOPER (when required by the job)
- ISI – Institute for Sustainable Infrastructure – ENV-SP Envision Sustainability Professional
- One of: International Right of Way Association-SR/WA, R/W-AC, EC, NAC, RAC, AMC (Environmental Programs Managing Supervisor Classification Only)
- NACE National Association of Corrosion Engineers (CM Classification Only)
- One of: National Association of Independent Fee Appraisers-IFA, IFAS, IFAA, IFAC (Environmental Programs Managing Supervisor Classification Only)
- One of: Project Management Institute Certification (PMP, PMR)
- One of: SAVE International (AVS, VMP, CVS)
- Washington State Associate Brokers License (Environmental Programs Managing Supervisor Classification Only)
- Washington State Certified Real Estate Appraiser (Environmental Programs Managing Supervisor Classification Only)

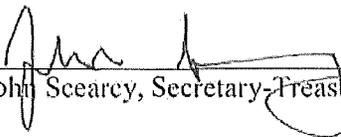
All eligible employees who have one or more valid certifications as described in this

Section in a discipline directly applicable to their employment, shall be paid an additional \$50 dollars per month per certification up to a maximum of \$100 dollars per month. Membership in an organization does not qualify an employee for compensation. Employees must provide at least bi-annual documentation of a certification to receive compensation, or annually if certification requires annual renewal. It is the express responsibility of the employee that their records are kept current. If during periodic reviews, it is discovered that the employee no longer qualifies for their monthly premium, steps will be taken to collect the overpayment.

Article 11.8 of the CBA shall not apply to employees covered under Addendum C.

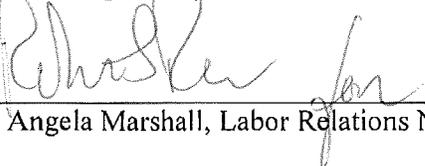
5. **Seniority:** Seniority for layoff and recall of employees in classifications listed in Addendum C shall be calculated as a person's continuous length of service in the Wastewater bargaining unit reflected in Addendum C and formerly represented by Technical Employees' Association (TEA) from April 13, 2001. Employees with the same WTD TEA seniority shall be subject to a tiebreaker, which shall be the employee's County/Metro adjusted service date.
6. **Benefit Time:** For employees covered under Addendum C, the maximum accumulated carryover of BT from the pay period ending before April 1ST of one calendar year to the next shall be 600 hours (prorated for part-time employees on the percentage of full-time worked). Accumulated hours beyond 600 (or prorated for part-time) will be forfeited in the payroll period that contains April 1.
7. **Effective Date:** This Agreement will be effective on January 1, 2020. The parties will review this Memorandum of Agreement during contract negotiations and will endeavor to incorporate the terms of this Agreement into the next collective bargaining agreement.
8. **Implementation:** Upon full execution of this Agreement, the County will implement any pay increases set forth in this Agreement as soon as practicable and consistent with all applicable laws. The parties further agree to bargain for the purpose of providing a negotiated settlement on a process to determine lump sum payments to employees that reflect the application of the increase from January 1, 2019 until the implementation of the prospective increase.

For International Brotherhood of Teamsters Local 117:



John Scearcy, Secretary-Treasurer

For King County:



Angela Marshall, Labor Relations Negotiator