

**Memorandum of Agreement  
By and Between  
King County  
And  
Professional & Technical Employees, Local 17  
(representing employees in the Department of Public Health  
and the Department of Community and Human Services)**

**Subject: Implementation of Conversion of Certain Classifications from Hourly Pay Status to Salaried Pay Status**

**Background**

As part of the negotiation of a successor collective bargaining agreement covering January 1, 2013, through December 31, 2014, the parties, King County and Professional & Technical Employees, Local 17 (representing employees in the Department of Public Health and the Department of Community and Human Services), agreed to convert the pay status of certain positions covered by the parties' collective bargaining agreement from an hourly pay status to a salaried pay status. That provision, Article 17.14.A, contains an effective date of January 1, 2014 for this conversion in pay status. Because the contract ratification date will occur after January 1, 2014, the parties have entered into this agreement to provide for prospective implementation of this provision. The parties' intent is to implement the provision (Article 17.14.A), and any conversions made for current employees under that provision, in accordance with existing King County policies and protocols relating to the hourly/salaried status of King County employees newly hired or transferred during the calendar year. (See PER 8-1-2 (AEP), Section 6.15.2)

**Agreement**

The parties hereby agree that the conversion from hourly pay status to salaried pay status of positions in the classifications listed in Article 17.14.A of the parties' collective bargaining agreement effective January 1, 2013, through December 31, 2014, will be implemented prospectively on the first day of the first full pay period following full ratification and legal effect of the parties' collective bargaining agreement (i.e., when the King County legislative action ratifying the collective bargaining agreement takes legal effect). Prior to that time, positions in those classifications will remain in an hourly pay status.

Professional and Technical Employees, Local 17:

  
Denise Cobden, Union Representative

3/4/14  
Date

For King County:

  
John Landerfelt, Labor Negotiator II  
Office of Labor Relations, King County Executive Office

3/5/14  
Date