

Attachment C

MEMORANDUM OF AGREEMENT
BETWEEN
KING COUNTY
AND THE
INTERNATIONAL FEDERATION OF
PROFESSIONAL AND TECHNICAL ENGINEERS
LOCAL 17(A)

2002 589

14540

Subject: Zoning Technician II and Building Permit Technician II

History

- A. The County and the Union have had a long-standing disagreement over the wage rates for the classifications of Zoning Technician II and Building Permit Technician II (hereinafter collectively referred to as "Technicians"). Based on previous market surveys conducted by the County, it concluded Technicians were being paid above market average. Consequently, the County did not agree to demands from the Union for higher wages. The Union disagreed position and with the survey results.
- B. In June 1999 the County and the Union agreed to bargain for wage rates for the new classifications that were developed by the Classification and Compensation Project. In preparing for bargaining, the County gathered market survey data for a number of classifications the Union represents, including the new classifications the Technicians were being allocated to. The initial data collected for the new classifications indicate that their wage rates may be slightly under the market average.
- C. Based on the initial market data related to Technicians, and due to the long historical dispute with respect to said wages, the parties have agreed to the below terms and conditions to rectify this matter on an interim basis.

Terms and Conditions

1. The wage rates for the classifications of Zoning Technician II and Building Permit Technician II will be increased by five percent (5%) effective July 1, 1999 and will be effective until such time that the coalition bargaining process is finalized. Employees will be placed in the same pay step they currently enjoy.
2. The final rates of pay for the classifications contained in the coalition bargaining process and other appropriate compensation matters relating to the Technicians will be subject to bargaining in the coalition process agreed to by the parties.
3. The Union agrees to partner with the County in looking how to restructure the permitting process. In addition, the Union agrees to support department efforts to

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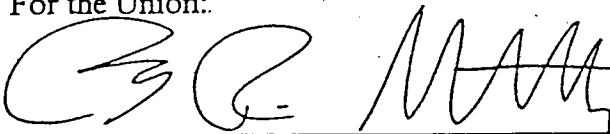
Subject: Ecologist Classification

The parties agree to add the classification of Ecologist to the Wage Addendum of the labor agreement. The 1999 rate of pay for the Ecologist classification shall be as follows:

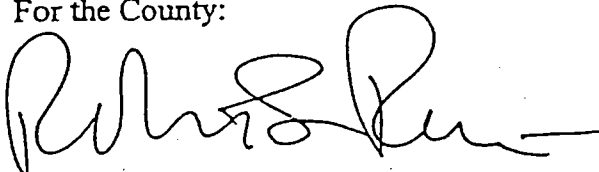
Step 1: \$20.1839
Step 2: \$21.1334
Step 3: \$22.1271
Step 4: \$23.1872
Step 5: \$24.2915
Step 6: \$25.4401

This Agreement shall be effective on the date signed by the County and shall remain in effect until December 31, 2000, unless modified by the parties.

For the Union:

 June 18, 1999
Date

For the County:

 6/18/99
Date