Attachment C

MEMORANDUM OF AGREEMENT
BETWEEN
KING COUNTY

2002 58 \$

KING COUNTY
AND THE

14540

INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS LOCAL 17(A)

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"). Bused 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

Memorandum of Agreement Permit Technician II and Building Permit Technician II Page 2

process permits and conduct the work of the department. Such efforts may include but are not limited to: 1) temporarily using Fire Protection Engineers to process fire related permits, 2) development of multi-classification teams, and 3) implementation of "Permit Center Workload" strategies (Attachment A).

- 4. The parties agree to develop a process in which they can discuss other issues pertaining to the permit center.
- 5. The parties agree that this Agreement will not establish a practice or set a precedent. The parties further recognize that the history and events that have led to this Agreement were unusual and that they worked together to arrive at this solution to correct their mutual problems.

For the County:

Date

For the Department of Development and Environmental Services:

For the Union:

June 30, 1999

Date

## MEMORANDUM OF AGREEMENT BETWEEN KING COUNTY AND

## INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS, LOCAL 17(A)

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:

For the County:

Date

June 18, 1999