

**Memorandum of Agreement  
By and Between  
King County  
And  
Washington State Council of County and City Employees, Council 2, Local 2084-SC  
Superior Court - Family Court Operations  
Court Appointed Special Advocates Specialists and Attorneys (CASA)**

**Subject: Compensation Agreement**

**Introduction:**

A. In 2007, the King County Superior Court (the Court) conducted a compensation and classification study of the non-represented classifications in the Court. At the time of the survey, the classifications in the Court Appointed Special Advocates (CASA) work unit in the Court's Family Court Operations Division were included. The Court did not implement the results of the study.

B. On December 22, 2011, the Public Employment Relations Commission certified the Washington State Council of County and City Employees (the Union) as the exclusive representative of the CASA Specialists and CASA Attorneys. The newly certified bargaining unit was titled Local 2084-SC CASA. Subsequent to the certification of the bargaining unit, the Court reclassified some existing positions in the bargaining unit, and added the newly developed classifications of Staff Guardian Ad Litem (GAL) Specialist and CASA Attorney/Attorney Guardian Ad Litem (A/A-GAL) to the bargaining unit.

C. In 2015, the Court updated the 2007 classification and compensation study for non-represented classifications; it subsequently implemented the results of that update in 2016. The CASA unit was excluded from the study and its implementation, as were all other represented units.

D. In 2016, the Union demanded to bargain the salary ranges for the classifications in the CASA unit, arguing internal alignment and equity. The Court's non-represented social worker and attorney classifications in the Family Court Operations Division received wage range increases in 2016.

**Agreements:**

1. Effective January 1, 2017, the salary ranges for the classifications of CASA Specialist, GAL Specialist, CASA Attorney, and CASA Attorneys, A/A-GAL will be increased by three ranges. The Specialist classifications will be increased from range 50 to range 53, and the Attorney classifications will be increased from range 58 to range 61. The salary ranges are on the King County Standardized Annual Salary Schedule.

2. The step placement on the salary table for CASA-represented specialists and attorneys will be processed in the same manner as the non-represented employees were processed, as if the salary range increases were made on January 1, 2016, and including the application of merit scores. Attached hereto is a document that reflects the initial step placement and merit-based step increase for each position in the bargaining unit (Attachment A).

3. All current and former bargaining unit members who were employed on January 1, 2017, who have since either retired or moved to different positions in the County but no longer remain in the bargaining unit, shall receive lump sum retroactive pay for the time during which they were employed in their bargaining unit positions in 2017, prior to their new salaries being incorporated into their regular paychecks. The time frame for payment of the lump sum is set forth below in Section 8.

4. Each employee in the bargaining unit who is employed on the date the unit ratifies this agreement will be granted two days (14 hours) of vacation leave, pro-rated for part-time employees based on their respective regularly scheduled workweeks, with such time to be cashed out on the date the retroactive wages are paid out, pursuant to Section 8 below. The rate of pay for the paid leave will be based on the salary in effect following application of Sections 1 and 2 above.

5. Effective January 1, 2017, the Court agrees to pay the annual Bar Dues for employees in all Attorney positions.

6. The County agrees to reopen this agreement if the salary ranges for the non-represented classifications referenced in D above are increased during the term of this Agreement.

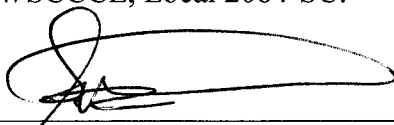
7. The terms of this agreement will be added to the successor of the current collective bargaining agreement, which current agreement expires on December 31, 2017.

8. The salary range increases and step placements will be implemented as soon as practicable after the Ordinance for this Memorandum of Agreement becomes law.

APPROVED this 15<sup>th</sup> day of NOVEMBER, 2017.

  
By: Dwight D. Rively for  
King County Executive

For WSCCCE, Local 2084-SC:



Suzette Dickerson  
Staff Representative

**ATTACHMENT A**  
 Washington State Council of County and City Employees, Council 2, Local 2084-SC  
 (Superior Court - Family Court Operations; Court Appointed Special Advocates Specialists and Attorneys (CASA))

| 2016 EMPLOYEE           | 2016 JOB TITLES               |  | FTE  | 2015 | 2015 Step | 2016 RANGE | 2016 STEP | 2016 STEP Post Merit | 2016 HOURLY RATE | 2016 Annual  |    | 2017 RANGE | Step as of 1/1/17 | Merit Increase Step 2017 | Rate as of 1/1/17 | 2017 Annual |
|-------------------------|-------------------------------|--|------|------|-----------|------------|-----------|----------------------|------------------|--------------|----|------------|-------------------|--------------------------|-------------------|-------------|
|                         |                               |  |      |      |           |            |           |                      |                  | \$           | \$ |            |                   |                          |                   |             |
| BALLARD, RASHIDA        | CASA SPECIALIST               |  | 1.00 | 50   | 1         | 53         | 1         | 1                    | 34.0813          | \$ 63,026.74 | 53 | 2          | 4                 | 38.3487                  | \$ 69,794.63      |             |
| BARNHOUSE, KATHRYN      | CASA ATTORNEY                 |  | 1.00 | 58   | 10+ MOT   | 61         | 8         | 10                   | 52.5222          | \$ 95,590.40 | 61 | 10         | 10 + MOT          | 55.0466                  | \$100,184.81      |             |
| BERRIS, ELIZABETH       | PROGRAM ATTORNEY - GAL        |  | 1.00 | 58   | 8         | 61         | 5         | 8                    | 50.1322          | \$ 91,240.60 | 61 | 8          | 10                | 53.7040                  | \$ 97,741.28      |             |
| DUKE, PAULINE           | STAFF GUARDIAN GAL SPECIALIST |  | 1.00 | 50   | 3         | 53         | 1         | 2                    | 35.7404          | \$ 65,047.53 | 53 | 2          | 5                 | 39.2855                  | \$ 71,499.61      |             |
| FRIMPTER, CAROLYN J.    | STAFF GUARDIAN GAL SPECIALIST |  | 1.00 | 50   | 10        | 53         | 7         | 8                    | 41.3055          | \$ 75,176.01 | 53 | 8          | 9                 | 43.2687                  | \$ 78,749.03      |             |
| GALVAN, LUIS            | CASA SPECIALIST               |  | 1.00 | 50   | 7         | 53         | 4         | 6                    | 39.3591          | \$ 71,633.56 | 53 | 6          | 7                 | 41.2275                  | \$ 75,034.05      |             |
| HORTON, JANET           | CASA SPECIALIST               |  | 1.00 | 50   | 10        | 53         | 7         | 8                    | 41.3055          | \$ 75,176.01 | 53 | 8          | 9                 | 43.2687                  | \$ 78,749.03      |             |
| IRWIN, LORIL            | CASA ATTORNEY                 |  | 1.00 | 58   | 10        | 61         | 7         | 8                    | 50.1322          | \$ 91,240.60 | 61 | 8          | 9                 | 52.5091                  | \$ 95,566.56      |             |
| LARSON, PEGGY M         | CASA SPECIALIST               |  | 1.00 | 50   | 10        | 53         | 7         | 8                    | 41.3055          | \$ 75,176.01 | 53 | 8          | 9                 | 43.2687                  | \$ 78,749.03      |             |
| MARTIN, ALICE KATHLEEN  | CASA ATTORNEY                 |  | 1.00 | 58   | 10        | 61         | 7         | 9                    | 51.3537          | \$ 93,463.73 | 61 | 9          | 10                | 53.7040                  | \$ 97,741.28      |             |
| RIVERA, APRIL           | CASA ATTORNEY                 |  | 1.00 | 58   | 10+ MOT   | 61         | 8         | 10                   | 52.5222          | \$ 95,590.40 | 61 | 10         | 10 + MOT          | 55.0466                  | \$100,184.81      |             |
| TAKEUCHI, RIE           | CASA SPECIALIST               |  | 1.00 | 50   | n/a       | 53         | 7         | 8                    | 41.3055          | \$ 75,176.01 | 53 | 8          | 10                | 44.3279                  | \$ 80,676.78      |             |
| UGAS, REYANA            | CASA SPECIALIST               |  | 1.00 | 50   | 3         | 53         | 1         | 1                    | 34.0813          | \$ 62,027.97 | 53 | 1          | 3                 | 38.3487                  | \$ 69,794.63      |             |
| WATSON, DEANNA K        | CASA SPECIALIST               |  | 1.00 | 50   | 10+ MOT   | 53         | 8         | 10                   | 43.3524          | \$ 78,901.37 | 53 | 10         | 10 + MOT          | 45.4361                  | \$ 82,693.70      |             |
| CARTER/FREIMUTH, ANDREA | CASA ATTORNEY - SC            |  | 1.00 |      |           |            |           |                      |                  |              | 61 | 1          | 1                 | 42.2594                  | \$ 76,912.11      |             |
| SARAH, TRICIA           | STAFF GUARDIAN GAL SPECIALIST |  | 1.00 |      |           |            |           |                      |                  |              | 53 | 1          | 1                 | 34.8481                  | \$ 63,423.54      |             |