## ADDENDUM C
## IFPTE, Local 17:  Information Technology

In accordance with Article 18 of the Collective Bargaining Agreement between King County and IFPTE Local 17, a Joint Labor Management Information Technology Training Committee has been created.

In this forum, the parties agree to engage in a dialogue on the following topics:

1. Discuss a system whereby employees and their supervisors will develop individual training plans for employees.

2. Discuss ways to train personnel to fill anticipated vacancies (successorship planning).

3. Review and discuss forecasted division and departmental goals and objectives, strategic plans, which includes, but is not limited to, specific forecasted projects and activities, maintenance including upgrades, and identification of technology, if known.

4. Review and discuss skill gaps to meet forecasted needs.

5. Review and discuss strategy to meet skill gaps through a training plan.  Review and problem-solve training needs for employees.

6. Discuss development and implementation of individual training plans, group training plans.  Review and discuss coordination of training needs across departmental lines (if appropriate).

7. Review and discuss strategy to update quarterly identification of training needs, and to plan to meet training needs.

8. Discuss how employees will be notified on a timely manner about training opportunities.

9. Discuss ways to fairly distribute training opportunities among bargaining unit members.

10. Identify and communicate opportunities for cross-training and mentoring.

11. Discuss ways to expand career growth opportunities for IT Professionals.

12. Discuss and explore ways to expand training opportunities, including, but not limited to:

 a. Online training, and establishment of an environment for online learning.

 b. Partnering with vendors to provide necessary curriculum (and instruction when necessary).

 c. Customized community college courses appropriate to County IT professional's needs.

 d. Coordination with other labor and management committees in other private sector jurisdictions (so as to reduce costs and provide for customized and quality courses for IT professionals).

13. Discuss ways to allow employees to have dedicated, uninterrupted time to train, including but not limited to release time for on-line training, and other forms of training.

14. Discuss payment for training towards professional credentialing in various IT sub-specialties.

15. Discuss planning for anticipated personnel changes and technology changes.

16. Discuss training that may be provided for new job assignments and new technology in existing jobs.

17. Discuss the viability of a centralized training fund for IT Professionals.