

**Memorandum of Agreement – King County Total Compensation 2019-2020
for Appendix 35 of the Master Labor Agreement
Public Safety Employees Union
Department of Adult & Juvenile Detention Management
[330]**

Subject: Total Compensation Coalition Small Table Terms

This Agreement (Agreement) is entered into by and between King County (the County) and the Public Safety Employees Union (the Union).

RECITALS

1. The County and the Union have bargained in good faith on other financial related terms during small table bargaining as part of the Total Compensation Coalition bargaining for the term of January 1, 2019 through December 31, 2020. The parties have reached agreement on terms that will be rolled into the Appendix in the next round of MLA bargaining.

AGREEMENTS

1. The County and the Union agree that the edited appendix language below represents the entire agreement of the parties for the period of January 1, 2019 through December 31, 2020.

2. This County and the Union further agree that these language changes will be added to the appendix during MLA bargaining for the period of January 1, 2021 forward.

Appendix Language Changes effective January 1, 2019:

Article 5

Section 1. Holiday Pay. All employees shall take holidays on the day of observance (as identified above) unless their work schedule requires otherwise for continuity of services, in which event, the employee shall be eligible for either an additional eight (8) hours of pay at the straight-time regular rate of pay or eight (8) hours of leave to be added to their accrued vacation, at the employee's option.

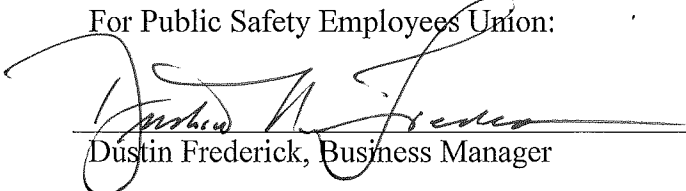
Article 9

Section 1. Overtime.

a. The regular schedule of work shall be forty (40) hours in a week or eight (8) hours in a work day, unless the employee is on an alternative work schedule, which has a longer


daily shift. Non-exempt employees shall be compensated at the overtime rate of one and one-half times the regular rate of pay for regular compensated hours over their regularly scheduled shift day, or over forty (40) hours per week. No overtime shall be worked unless the employee has received prior approval from his/her supervisor to work the necessary overtime hours.

For Public Safety Employees Union:



Dustin Frederick, Business Manager

For King County:



Dave Topaz, Labor Relations Negotiator-Senior