

**Memorandum of Agreement  
By and Between  
King County  
and  
Teamsters Local Union No. 117  
Representing Transit Capital Unit Managers and Transit Capital Supervisors –  
Capital Division of Metro Transit Department  
[153/F7]**

**Subject: Wage Adjustments**

**Background:**

1. King County (the County) and Teamsters Local 117 (the Union) are Parties to a Collective Bargaining Agreement (CBA) effective January 1, 2021 through December 31, 2024. The CBA covers Managerial and Supervisory employees in the Capital Division of the Metro Transit Department.

2. During the course of the current Collective Bargaining Agreement, the Parties have engaged in discussions to address unprecedented compensation issues for this bargaining unit and enter into the following one-time Agreement.

**Agreement:**

1. A retroactive lump sum payment of six percent (6.0%) of eligible earnings for paid hours worked between September 2, 2023, through the first full pay period following the effective date of this Agreement will be paid to each eligible bargaining unit employee.

A. To calculate this lump sum payment, the 6% lump sum shall be applied to all eligible earnings received between September 2, 2023, and the first full pay period following the effective date of this Agreement. It is agreed that this lump sum calculation will represent the 6% increase for earnings between September 2, 2023, and the implementation date of the prospective increase.

B. This lump sum payment shall be subject to all applicable federal and state rules, taxes, retirement, and other withholdings.

C. Examples of non-eligible earnings include, but are not limited to, adjusted earnings for pay periods prior to September 2, 2023, grievance settlements, retroactive payments for compensation prior to September 2, 2023, and hours coded as no pay or as absent without leave.

2. Addendum A of the Parties' CBA shall be adjusted as follows, and changes will be applied prospectively on the first full pay period following the effective date of this Agreement.

**Wages Effective January 1 ~~September 2,~~ 2023**

<u>Job Class Code</u>	<u>PeopleSoft Job Code</u>	<u>Classification Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>2635100</u>	<u>263303</u>	<u>Real Estate, Land Use and Environmental Planning Supervisor</u>	<del>\$139,128.37</del> \$147,533.40	<del>\$145,943.62</del> \$154,700.24	<del>\$153,032.67</del> \$162,214.63	<del>\$160,466.80</del> \$170,094.81	<del>\$168,261.39</del> \$178,357.07
<u>2425100</u>	<u>240501</u>	<u>Transit Capital Supervisor</u>	<del>\$130,182.42</del> \$137,993.37	<del>\$136,506.24</del> \$144,696.61	<del>\$143,137.28</del> \$151,725.52	<del>\$150,090.10</del> \$159,095.51	<del>\$157,380.70</del> \$166,823.54
<u>2426100</u>	<u>240601</u>	<u>Transit Capital Unit Manager</u>	<del>\$139,128.37</del> \$147,533.40	<del>\$145,943.62</del> \$154,700.24	<del>\$153,032.67</del> \$162,214.63	<del>\$160,466.80</del> \$170,094.81	<del>\$168,261.39</del> \$178,357.07

**Wages Effective January 1, 2024**

<u>Job Class Code</u>	<u>PeopleSoft Job Code</u>	<u>Classification Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>2635100</u>	<u>263303</u>	<u>Real Estate, Land Use and Environmental Planning Supervisor</u>	<del>\$144,749.70</del> \$153,434.73	<del>\$151,781.34</del> \$160,888.25	<del>\$159,153.90</del> \$168,703.22	<del>\$166,885.47</del> \$176,898.60	<del>\$174,991.86</del> \$185,491.36
<u>2425100</u>	<u>240501</u>	<u>Transit Capital Supervisor</u>	<del>\$135,389.70</del> \$143,513.10	<del>\$141,966.45</del> \$150,484.48	<del>\$148,862.69</del> \$157,794.54	<del>\$156,093.60</del> \$165,459.33	<del>\$163,676.03</del> \$173,496.48
<u>2426100</u>	<u>240601</u>	<u>Transit Capital Unit Manager</u>	<del>\$144,749.70</del> \$153,434.73	<del>\$151,781.34</del> \$160,888.25	<del>\$159,153.90</del> \$168,703.22	<del>\$166,885.47</del> \$176,898.60	<del>\$174,991.86</del> \$185,491.36

3. Eligibility:

A. Employees who are eligible to receive the 6% retroactive lump sum payment are those who are active in a base Teamsters 117 Transit Capital Unit Managers, Transit Capital Supervisors and Real Estate, Land Use and Environmental Planning Supervisor bargaining unit position on the effective date of this Agreement. The payments will only be paid for the applicable period that the Employee worked in the base Teamsters 117 Transit Capital Unit Managers and Transit Capital Supervisors and Real Estate, Land Use and Environmental Planning Supervisor bargaining unit position.

B. There shall be no post-hire adjustments made to salary steps as a result of implementing this 6% wage increase.


4. This is a one-time Agreement to address a unique circumstance. This Agreement does not establish a precedent in any way or impose any obligation on the County outside of the explicit language contained in this Agreement.

5. This represents a full and final agreement of the Parties regarding wages for this bargaining unit through December 31, 2024.

6. The terms of this Agreement shall be effective when signed by authorized representatives of the Parties, following each Party's full ratification process. Any signature received by facsimile or electronic signature will have the same force and effect as does an original signature on this document. This Agreement may be signed in counterparts, which together shall constitute the entire agreement.

For Teamsters Local 117:

DocuSigned by:

  
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Paul Dascher  
Secretary-Treasurer

3/13/2024

Date

For King County:

DocuSigned by:

  
25601F2BDE904EE...

Nancy Corado  
Labor Relations Negotiator

3/13/2024

Date

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Office of Labor Relations  
King County Executive Office