

**Memorandum of Agreement – King County Total Compensation 2019-2020
for Appendix 51 of the Master Labor Agreement
Teamsters Local 174
Departments: Natural Resources & Parks, Transportation
[160]**

Subject: Total Compensation Coalition Small Table Terms

This Agreement (Agreement) is entered into by and between King County (the County) and the International Brotherhood of Teamsters Local 174 (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 implemented upon full ratification of this MOA by the parties. During Total Compensation and the Master Labor Agreement negotiations in 2020, the parties will bargain to incorporate the terms of this MOA into the appropriate section of the Collective Bargaining Agreement (CBA) or the terms will expire.

AGREEMENTS

1. Effective January 1, 2020, the SWD will create a new classification for those employees who are currently employed as Utility I's in the SWD. This new classification's description is yet to be finalized and it will be named "Tipper Worker". Effective January 1, 2020, all incumbent Career Service SWD Utility Worker I's will be moved to the new classification and will be placed step to step in the new pay range.

2. Effective January 1, 2020, Appendix 51 – Addendum A Wage Rates shall be modified, resulting as follows:

**ADDENDUM A
WAGE RATES**

Job Class Code	PeopleSoft Job Code	Classification Title	Squared Table Range
4102200	413202	Scale Operator - Base Rate	38
4102220	413103	Scale Operator - Cedar Falls	40
4102210	413104	Scale Operator - Cedar Hills	38*
8102100	813101	Sign and Marking Specialist I	45
8102200	813202	Sign and Marking Specialist II	48
8102300	813303	Sign and Marking Specialist Lead	52
9322100	933301	Transfer Station Operator	48
9321100	932103	Truck Driver I	45

Job Class Code	PeopleSoft Job Code	Classification Title	Squared Table Range
9321200	932202	Truck Driver II	48
9321300	932301	Truck Driver III	49
9440100	942106	Tipper Worker I	36

*(*Existing Cedar Hills Scale Operators, and existing two regular leads, as of December 31, 2017, shall be grandfathered into their existing rates, new hires and backfills shall receive new range)*

3. Effective January 1, 2019, Appendix 51 – Article 9.9.A. shall be modified, resulting as follows:

9.9. Premium Pay.

A. [Deleted]

4. Effective January 1, 2020, Appendix 51 – Article 9.9.C. shall be modified, resulting as follows:

9.9. Premium Pay.

C. [Deleted]

5. Effective January 1, 2020, Appendix 51 – Article 9.10. shall be modified, resulting as follows, except that it is understood that this change will not apply to the current full time Signs and Marking Leads as they are on a different range within the squared table and that any SWD employees designated as a lead as of December 31, 2019 will be grandfathered at the 10% lead premium rate:

9.10. Lead Compensation. An employee assigned in writing by the manager/designee to be a lead will receive a premium of seven and one-half percent (7.5%) for all time assigned. Leads have responsibility for assigning, tracking, organizing and scheduling. Leads do not make hiring decisions, establish job performance standards or effectively recommend or participate in disciplining employees. Assigned Leads shall be paid only for actual hours worked for any required “transitional” communications.

6. Effective January 1, 2020, Appendix 51 – Article 9.14. shall be modified, resulting as follows:

9.14. Signs and Marking Stand-by and Call-Out. Employees assigned to be on stand-by shall receive ten percent (10%) of their base rate for all time spent while so assigned and not receiving other compensation. Employees shall be required to be available for any call when on stand-by. When called out, stand-by pay will cease and the employee shall receive call out pay as identified in Article 9.13. Following the call out, employees can be reassigned to stand-by as needed.

A minimum of four (4) hours at the overtime rate (inclusive of travel and time actually worked)

shall be given for each call-out when the employee is required to report back to his or her workplace; except, if the PCO is within four (4) hours of his or her shift start time, he or she will only be paid for the actual hours at the overtime rate. If the PCO exceeds the initial four (4) hours, the actual hours worked shall be at the overtime rate of the employee's base pay rate except if such time coincides with the employee's work shift in which case he or she will be paid his or her regular base rate of pay.

An employee who has a County vehicle and can report directly to a work location and is not required to report to his or her workplace, will be paid two hours of overtime. If the PCO exceeds the initial two (2) hours, the actual hours worked will be paid at the overtime rate except if such time coincides with the employee's work shift, in which case he or she will be paid his or her regular base rate of pay.

7. Effective January 1, 2020, Appendix 51 – Article 9.24. shall be modified, resulting as follows:

9.24. Training Pay. When an employee is assigned by management or their designee in writing or verbally to provide training, that employee will be paid five percent (5%) above his/her regular hourly rate for the hours spent training. Prior to implementing a selection process for new trainers, the Division and the Union will jointly develop trainer selection and removal criteria. Current trainers will continue as such until a selection process has been agreed upon.

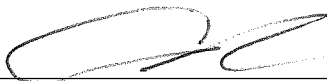
8. Upon ratification, eligible employees shall receive retroactive compensation from January 1, 2018 through the employee's 2018 anniversary date when they received a step progression increase. The amount will be equal to what they would have received if the Step progression increase was implemented on January 1, 2018 instead of the employee's 2018 anniversary date. Only employees who were eligible to receive a Step Progression increase per the terms of Addendum A item #2 in Appendix 51 shall receive such retroactive compensation.

For Teamsters Local 174:

 3/29/19

Rick Hicks, Secretary-Treasurer

For King County:

 4/1/19

Angela Marshall, Labor Relations Negotiator