

**Memorandum of Agreement – King County Total Compensation 2019-2020  
for Appendix 34 of the Master Labor Agreement  
Public Safety Employees Union  
Communications Specialists Supervisors - King County Sheriff's Office  
[212]**

**Subject: Total Compensation Coalition Small Table Terms**

This Agreement (Agreement) is entered into by and between King County (the County), the King County Sheriff's Office (KCSO), and Public Safety Employees Union, Communications Specialists Supervisors (the Union).

**RECITALS**

1. The County, KCSO, 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 Memorandum of Agreement by the parties and effective retroactive to January 1, 2019. During Total Compensation and the Master Labor Agreement negotiations in 2020, the parties will review this MOA to determine how the terms below will be best carried forward and incorporated into the appropriate sections of the Collective Bargaining Agreement (CBA).

**AGREEMENTS**

The County, KCSO, and the Union agree to the following terms:

1. **Education:** The department will pay to qualified employees a premium of forty-five to sixty-five dollars (\$45 to \$65) per month (see below), provided that the employee has obtained an A.A., B.A. or M.A. degree from any accredited state college. These premiums will not be paid if the degree constitutes a minimum requirement of the position.

Associate's Degree	(2 year Degree)	\$ 45 month premium
Bachelor's Degree	(4 year Degree)	\$ 55 month premium
Master's Degree		\$ 65 month premium

2. The wage range for the Communications Supervisor classification shall be increased from Range 58 to Range 59. Effective January 1, 2019 the new pay range is as follows:

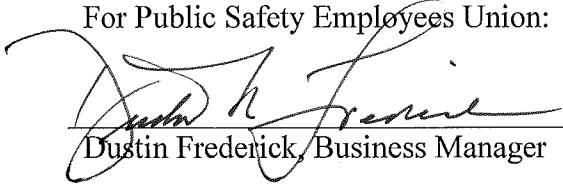
Job Class Code	People Soft Job Code	Classification	SQUARED TABLE RANGE
5150100	007452	Communications Supervisor	59

King County Sheriff's Office:



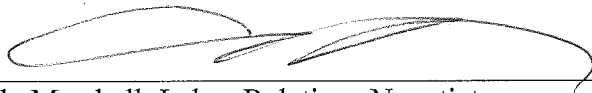
Mitzi Johanknecht, Sheriff  
King County Sheriff's Office

For Public Safety Employees Union:



Dustin Frederick, Business Manager

For King County:



Angela Marshall, Labor Relations Negotiator