



**King County**

**Ron Sims**

King County Executive

516 Third Avenue, Room 400  
Seattle, WA 98104-3271

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CLERK  
KING COUNTY COUNCIL

2002 589

November 26, 2002

The Honorable Cynthia Sullivan  
Chair, King County Council  
Room 1200  
COURTHOUSE

Dear Councilmember Sullivan:

The enclosed ordinance, if approved, will ratify the Memorandum of Understanding extending the current collective bargaining agreement between King County and the International Federation of Professional & Technical Engineers, Local 17A for approximately 13 months (January 1, 2002 through February 6, 2003). This agreement covers 673 employees in the following departments: Executive Services (Facilities), Development and Environmental Services, Natural Resources and Parks, and Transportation.

This Memorandum of Understanding implements a retroactive COLA of 2.32% for 2002 and a prospective COLA of ninety percent of the CPI-W, U.S. All Cities, based on September to September, with a maximum increase of six percent and a minimum increase of two percent for 2003. The COLA provision follows the standard County COLA offered to other King County employees and labor organizations.

This Memorandum of Understanding is a product of good-faith collective bargaining between King County and the union. This agreement has been reviewed by the Office of the Prosecuting Attorney, Civil Division.



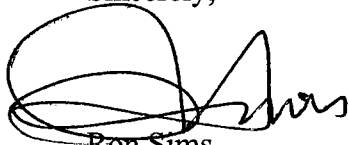
The Honorable Cynthia Sullivan

November 26, 2002

Page 2

If you have questions, please contact David Gaba, Labor Relations Manager,  
at (206) 296-8566 at your convenience.

Sincerely,

A handwritten signature in black ink, appearing to read "Ron Sims". The signature is stylized with a large, looping initial "R" and a trailing flourish.

Ron Sims

King County Executive

Enclosures

cc: King County Councilmembers

ATTN: David deCourcy, Chief of Staff

Shelley Sutton, Policy Staff Director

Mike Alvine, Lead Staff, LOT Committee

Anne Noris, Clerk of the Council

Steve Call, Director, Office of Budget

Paul Tanaka, County Administrative Officer, Department of Executive Services (DES)

Anita Whitfield, Human Resources Division Manager, DES

David Gaba, Labor Relations Manager, DES



**Checklist and Summary of Changes for the attached  
Collective Bargaining Agreement**

**2002 089**

<b>Name of Agreement</b>
<b>International Federation of Professional &amp; Technical Engineers, Local 17A</b>
<b>Labor Negotiator</b>
<b>Robert Railton</b>

<b>Prosecuting Attorney's Review</b>	<b>Yes</b>
<b>Document Tracking System Routing Form; Motion or Ordinance</b>	<b>Yes</b>
<b>Six Point Summary</b>	<b>Yes</b>
<b>LOT Labor Policy Contract Summary</b>	<b>Yes</b>
<b>Fiscal Note</b>	<b>Yes</b>
<b>Executive Letter</b>	<b>Yes</b>
<b>Ordinance</b>	<b>Yes</b>
<b>Original Signed Agreement(s)</b>	<b>Yes</b>
<b>Does transmittal include MOU/MOA?</b>	

<b>Six Point Summary of changes to the attached agreement:</b>
1. This Memorandum of Understanding extends the current contract for approximately 13 months.
2. Memorandum allows for retroactive increase of 2.32% COLA for 2002. (Standard County COLA formula)
3. Memorandum allows for increase of COLA effective January 1, 2003 based on December 31, 2002 wage rates being increased by ninety percent, CPI-W, U.S. All Cities based on September to September. The minimum increase shall be two percent and the maximum increase shall be six percent. (Standard County COLA formula)
4.
5.
6.

**LABOR, OPERATIONS AND TECHNOLOGY COMMITTEE  
ADOPTED LABOR POLICIES  
CONTRACT SUMMARY**

2002 589

**CONTRACT:** International Federation of Professional & Technical Engineers, Local 17A

**NEGOTIATOR:** Robert Railton

<b>COUNCIL POLICY</b>	<b>COMMENTS</b>
➤ <b>REDUCTION-IN-FORCE:</b>	Seniority based
➤ <b>INTEREST-BASED BARGAINING:</b>	The parties used a modified Interest Based Bargaining process.
➤ <b>VACATION ACCRUAL &amp; SICK LEAVE CASHOUT:</b>	According to Code
➤ <b>DIVERSITY IN THE COUNTY'S WORKFORCE:</b>	N/A
➤ <b>CONTRACTING OUT OF WORK:</b>	The parties have a contractual provision limiting the contracting of work.
➤ <b>LABOR / MANAGEMENT COMMITTEES:</b>	The parties have an established Labor Management Committee.
➤ <b>DISCIPLINE &amp; GRIEVANCES:</b>	The parties have a grievance process with time frames.
➤ <b>MEDIATION:</b>	The parties use mediation on an as needed and agreed to basis.
➤ <b>CONTRACT CONSOLIDATION:</b>	N/A
➤ <b>BENEFITS TRUST PLAN:</b>	N/A
➤ <b>HEALTH BENEFITS COST SHARING:</b>	N/A
➤ <b>RELEASE TIME:</b>	Practice consistent with County Policy.
➤ <b>TIMELINESS OF LABOR CONTRACT NEGOTIATIONS:</b>	Contract negotiated within a year of expiration.

**LABOR, OPERATIONS AND TECHNOLOGY COMMITTEE  
ADOPTED LABOR POLICIES  
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**NEGOTIATOR:** Robert Railton

➤ <b>TIMELINESS OF IMPLEMENTATION:</b>	Contract will be implemented timely.
➤ <b>USE OF TEMPORARY AND PART-TIME EMPLOYEES:</b>	Contract is consistent with County policy on use of part-time employees.
➤ <b>USE OF LEAVE FOR PERSONAL AND FAMILY MEDICAL PURPOSES:</b>	Leave for personal and family leave consistent with County ordinance.



# FISCAL NOTE

# 2002 589

<b>Ordinance/Motion No.</b>	Collective Bargaining Agreement	
<b>Title:</b>	International Federation of Professional & Technical Engineers, Local 17 (Departments of: Executive Services (Facilities), Development and Environmental Services, Natural Resources & Parks, Transportation)	
<b>Effective Date:</b>	One Year, 37 Day Rollover 1/1/2002 – 2/6/2003	
<b>Affected Agency and/or Agencies:</b>	DNRP, DOT, DES, DDES	
<b>Note Prepared by:</b>	Matthew McCoy, Labor Relations Analyst, Human Resources, Department of Executive Services <i>Matthew McCoy 11/21/02</i>	Phone: 205-8004
<b>Department Sign Off:</b>	Steve Oien, Finance and Administration Services Manager, DNRP/WLRP <i>Steve Oien</i>	Phone: 296-8339
<b>Department Sign Off:</b>	Greg Scharrer, Supervisor, DOT/RSD - Business and Information Systems Unit <i>Greg Scharrer</i>	Phone: 296-8746
<b>Department Sign Off:</b>	Michael Frawley, Division Manager, Administrative Services, DDES <i>Michael Frawley</i>	Phone: 296-6711
<b>Department Sign Off:</b>	Ann Shigeta, Fiscal Services Manager, SWD, DNRP <i>Ann Shigeta</i>	Phone: 296-4457
<b>Note Reviewed by:</b>	Leslie Addis, Budget Analyst <i>Leslie Addis</i>	Phone: 296-3431
<b>Note Reviewed by:</b>	Bobbie Faucette, Budget Analyst <i>Bobbie Faucette</i>	Phone: 296-3816
<b>Note Reviewed by:</b>	Sid Bender, Budget Section Supervisor (DOT, CIP) <i>Sid Bender</i>	Phone: 296-0117
<b>Note Reviewed by:</b>	Stephen Broz, Budget Section Supervisor (DNRP, DDES) <i>Stephen Broz</i>	Phone: 296-3483
<b>Note Reviewed by:</b>	Hayley, Gamble, Budget Analyst <i>Hayley Gamble</i>	Phone: 296-3436
<b>Note Reviewed by:</b>	Lisa Youngren, Budget Analyst <i>Lisa Youngren</i>	Phone: 205-0629

## EXPENDITURES FROM:

Fund Title	Fund Code	Department	2002	2003
Current Expense	10	DNRP, DOT, DES, DDES	\$ 1,819.85	\$ 1,878.12
Roads	1030		\$ 335,892.59	\$ 346,648.10
River Improve	1050		\$ 11,430.93	\$ 11,796.95
Surface Water	1210		\$ 141,836.23	\$ 146,377.92
Dev. & Enviro	1340		\$ 308,641.30	\$ 318,524.20
Solid Waste	4040		\$ 52,436.24	\$ 54,115.28
Airport	4290		\$ 1,972.78	\$ 2,035.95
Facilities Mgmt	5511		\$ 722.90	\$ 746.05
			\$	\$
<b>TOTAL</b>			<b>\$ 854,752.80</b>	<b>\$ 882,122.57</b>

## EXPENDITURE BY CATEGORIES:

Expense Type	Dept Code	Department	2001 Base	2002	2003
Salaries			\$ 32,616,259.48	\$ 756,697.22	\$ 780,927.19
OT			\$ 877,188.75	\$ 20,350.78	\$ 21,002.42
PERS & FICA			\$ 3,349,344.82	\$ 77,704.80	\$ 80,192.96
<b>TOTAL</b>			<b>\$ 36,842,793.05</b>	<b>\$ 854,752.80</b>	<b>\$ 882,122.57</b>



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<b>Note Reviewed by:</b>	Hayley, Gamble, Budget Analyst <i>H. Gamble</i>	<b>Phone:</b> 296-3436
<b>Note Reviewed by:</b>	Lisa Youngren, Budget Analyst <i>Lisa Youngren</i>	<b>Phone:</b> 205-0629

## ASSUMPTIONS:

### Assumptions used in estimating expenditure include:

1. **Contract Period (s):** One year, 37 Day rollover from 1/1/2002 to 2/6/03.
2. **Wage Adjustments & Effective Dates:**
  - COLA:** 90% of CPI-W (2-6 corridor) 2003. Cola costs are included in this fiscal note. 2.34% assumed for 2003.
  - Other:**
  - Retro/Lump Sum Payment:** Retro 2.32% cola increase back to 1/1/02
3. **Other Wage-Related Factors:**
  - Step Increase Movement:** Step Distribution Assumed Constant over time
  - PERS/FICA:** PERS @ 2.35% FICA @ 7.65%
  - Overtime:** Overtime based on 2001 actuals.
4. **Other Cost Factors:** Non-wage: Vehicle Savings Expected but not estimated; Staffing assumed constant.



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**ASSUMPTIONS:**

Assumptions used in estimating expenditure include:

1. **Contract Period (s):** One year, 37 Day rollover from 1/1/2002 to 2/6/03.
2. **Wage Adjustments & Effective Dates:**
  - COLA:** 90% of CPI-W (2-6 corridor) 2003. Cola costs are included in this fiscal note. 2.34% assumed for 2003.
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**ASSUMPTIONS:**

<b>Assumptions used in estimating expenditure include:</b>	
<b>1. Contract Period (s):</b>	One year 37 Day rollover from 1/1/2002 to 2/6/03.
<b>2. Wage Adjustments &amp; Effective Dates:</b>	
<b>COLA:</b>	90% of CPI-W (2-6 corridor) 2003. Cola costs are included in this fiscal note. 2.34% assumed for 2003.
<b>Other:</b>	
<b>Retro/Lump Sum Payment:</b>	Retro 2.32% cola increase back to 1/1/02
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<b>Department Sign Off:</b>	Michael Frawley, Division Manager, Administrative Services, DDES	Phone: 296-6711
<b>Department Sign Off:</b>	Ann Shigeta, Fiscal Services Manager, SWD, DNRP	Phone: 296-4457
<b>Note Reviewed by:</b>	Leslie Addis, Budget Analyst	Phone: 296-3431
<b>Note Reviewed by:</b>	Bobbie Faucette, Budget Analyst	Phone: 296-3816
<b>Note Reviewed by:</b>	Sid Bender, Budget Section Supervisor (DOT, CIP)	Phone: 296-0117
<b>Note Reviewed by:</b>	Stephen Broz, Budget Section Supervisor (DNRP, DDES)	Phone: 296-3483
<b>Note Reviewed by:</b>	Hayley, Gamble, Budget Analyst	Phone: 296-3436
<b>Note Reviewed by:</b>	Lisa Youngren, Budget Analyst	Phone: 205-0629

EXPENDITURES FROM:					
Fund Title	Fund Code	Department	2002	2003	
Current Expense	10	DNRP, DOT, DES, DDES	\$ 1,819.85	\$ 1,878.12	
Roads	1030		\$ 335,892.59	\$ 346,648.10	
River Improve	1050		\$ 11,430.93	\$ 11,796.95	
Surface Water	1210		\$ 141,836.23	\$ 146,377.92	
Dev. & Enviro	1340		\$ 308,641.30	\$ 318,524.20	
Solid Waste	4040		\$ 52,436.24	\$ 54,115.28	
Airport	4290		\$ 1,972.78	\$ 2,035.95	
Facilities Mgmt	5511		\$ 722.90	\$ 746.05	
<b>TOTAL</b>				\$ 854,752.80	\$ 882,122.57

EXPENDITURE BY CATEGORIES:						
Expense Type	Dept Code	Department	2001 Base	2002	2003	
Salaries			\$ 32,616,259.48	\$ 756,697.22	\$ 780,927.19	
OT			\$ 877,188.75	\$ 20,350.78	\$ 21,002.42	
PERS & FICA			\$ 3,349,344.82	\$ 77,704.80	\$ 80,192.96	
<b>TOTAL</b>			\$ 36,842,793.05	\$ 854,752.80	\$ 882,122.57	

Post-it* Fax Note	7671	Date	# of pages ▶
To	MS BURGAY	From	M FRAWLEY
Co./Dept.		Co.	DDES
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Fax #	205-1395	Fax #	



## FISCAL NOTE

2002 589

<b>Ordinance/Motion No.</b>	Collective Bargaining Agreement	
<b>Title:</b>	International Federation of Professional & Technical Engineers, Local 17 (Departments of: Executive Services (Facilities), Development and Environmental Services, Natural Resources & Parks, Transportation)	
<b>Effective Date:</b>	One Year, 37 Day Rollover 1/1/2002 – 2/6/2003	
<b>Affected Agency and/or Agencies:</b>	DNRP, DOT, DES, DDES	
<b>Note Prepared by:</b>	Matthew McCoy, Labor Relations Analyst, Human Resources, Department of Executive Services	<b>Phone:</b> 205-8004
<b>Department Sign Off:</b>	Steve Oien, Finance and Administration Services Manager, DNRP/WLRD	<b>Phone:</b> 296-8339
<b>Department Sign Off:</b>	Greg Scharrer, Supervisor, DOT/RSD - Business and Information Systems Unit	<b>Phone:</b> 296-8746
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<b>Department Sign Off:</b>	Ann Shigeta, Fiscal Services Manager, SWD, DNRP <i>AS</i>	<b>Phone:</b> 296-4457
<b>Note Reviewed by:</b>	Leslie Addis, Budget Analyst	<b>Phone:</b> 296-3431
<b>Note Reviewed by:</b>	Bobbie Faucette, Budget Analyst	<b>Phone:</b> 296-3816
<b>Note Reviewed by:</b>	Sid Bender, Budget Section Supervisor (DOT, CIP)	<b>Phone:</b> 296-0117
<b>Note Reviewed by:</b>	Stephen Broz, Budget Section Supervisor (DNRP, DDES)	<b>Phone:</b> 296-3483
<b>Note Reviewed by:</b>	Hayley, Gamble, Budget Analyst	<b>Phone:</b> 296-3436
<b>Note Reviewed by:</b>	Lisa Youngren, Budget Analyst	<b>Phone:</b> 205-0629

## ASSUMPTIONS:

Assumptions used in estimating expenditure include:

1. **Contract Period (s):** One year, 37 Day rollover from 1/1/2002 to 2/6/03.
2. **Wage Adjustments & Effective Dates:**
  - COLA:** 90% of CPI-W (2-6 corridor) 2003. Cola costs are included in this fiscal note. 2.34% assumed for 2003.
  - Other:**
  - Retro/Lump Sum Payment:** Retro 2.32% cola increase back to 1/1/02
3. **Other Wage-Related Factors:**
  - Step Increase Movement:** Step Distribution Assumed Constant over time
  - PERS/FICA:** PERS @ 2.35% FICA @ 7.65%
  - Overtime:** Overtime based on 2001 actuals.
4. **Other Cost Factors:** Non-wage: Vehicle Savings Expected but not estimated; Staffing assumed constant.



## FISCAL NOTE

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