



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**Ordinance 19749**

**Proposed No.** 2024-0082.1

**Sponsors** Upthegrove

1                   AN ORDINANCE approving and adopting the

2                   Memorandum of Agreement negotiated by and between

3                   King County and the Technical Employees Association,

4                   representing employees in the Department of Natural

5                   Resources and Parks and establishing the effective date of

6                   the agreement.

7                   BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

8                   SECTION 1. The Memorandum of Agreement negotiated by and between King

9                   County and the Technical Employees Association, representing employees in the

10                  Department of Natural Resources and Parks, which is Attachment A to this ordinance, is

11                  hereby approved and adopted by this reference made a part hereof.

Ordinance 19749


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- 12            SECTION 2. Terms and conditions of the agreement shall be effective from
- 13    January 1, 2023, through and including December 31, 2024.


Ordinance 19749 was introduced on 3/19/2024 and passed by the Metropolitan King County Council on 3/26/2024, by the following vote:

Yes: 8 - Balducci, Barón, Dembowski, Dunn, Mosqueda,  
Upthegrove, von Reichbauer and Zahilay  
Excused: 1 - Perry

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

DocuSigned by:  
  
 E76CE01F07B14EF...  
 Dave Upthegrove, Chair

ATTEST:

DocuSigned by:  
  
 8DE1BB375AD3422...  
 Melani Hay, Clerk of the Council

APPROVED this \_\_\_\_ day of 4/3/2024, \_\_\_\_\_.

DocuSigned by:  
  
 4FBCAB8196AE4C6...  
 Dow Constantine, County Executive

**Attachments:** A. Memorandum of Agreement by and Between King County and Technical Employees Association Wastewater Treatment Division Staff - Department of Natural Resources and Parks

**Memorandum of Agreement  
By and Between  
King County  
and  
Technical Employees Association  
Wastewater Treatment Division Staff -- Department of Natural Resources and Parks [459]**

**Subject: Construction Management Wage Reopener - Wage adjustments**

**Background:**

1. As part of the 2021-2024 Coalition Labor Agreement and “small table” negotiations, King County and the Technical Employees Association agreed to embark on a joint wage study for the Wastewater Treatment Division Staff bargaining unit and to adjust the wage rates for the Construction Management job series by mutual agreement.
2. This agreement to study and adjust wages by mutual agreement was memorialized in a memorandum of agreement that was attached to the parties’ Collective Bargaining Appendix. The agreement established that wage changes shall be retroactive to January 1, 2023.
3. The parties engaged in a joint salary study, followed by negotiations over wages.
4. As part of the process, the parties discussed the ongoing viability of the Construction Management VI position and have jointly agreed to remove it from the bargaining unit, leaving the Construction Management V position as the highest level in the job series.
5. The parties also discussed the desirability of changing the pay status of the Construction Management V position from exempt salaried to hourly. The Department of Human Resources has evaluated that request and has determined that the Construction Management V position will be paid on an hourly basis, prospectively and in connection with the implementation of this Agreement.
6. The parties have concluded negotiations. Their agreement follows:

**Agreement:**

1. Retroactive to January 1, 2023, the Construction Management I-V wage ranges in Addendum A of the parties’ Collective Bargaining Appendix shall be adjusted as appears in Exhibit A to this Memorandum of Agreement.
2. Employees will be placed on the new wage rates on a step-to-step basis.
3. The previous Construction Management V and Construction Management VI positions are combined into a new Construction Management V classification. The Construction Management VI position is removed from the bargaining unit.
4. This represents a full and final agreement of the parties on wages through the January 1, 2021 – December 31, 2024, Coalition Labor Agreement—Appendix 459 terms.

- 5. The Joint Wage Study Memorandum of Agreement in the parties' Collective Bargaining Appendix 459 is fully discharged upon implementation of this agreement.

For Technical Employees Association:

DocuSigned by:  
  
 D5E0925ECD6E4CF...

3/4/2024

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Alton Gaskill  
 President

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Date

For King County:

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 7FE9183D721E453...

3/4/2024

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David S. Levin  
 Senior Labor Negotiator  
 Office of Labor Relations  
 King County Executive Office

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Date

**cba Code: 459**

**APPENDIX A**

**Union Code: W4** ORDINANCE 19748

**Technical Employees' Association**

**Wastewater Treatment Division, Department of Natural Resources Parks, Supervisors and Staff**

**Staff**

**2023 (+4.0%)**

Job Class Code	PeopleSoft Job Code	Classification Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
7117100	715102	Wastewater Construction Management I	*	\$36.3524	\$38.1156	\$39.0304	\$39.9672	\$40.9263	\$41.9087	\$42.9142	\$43.9442	\$44.9986	\$46.0789
7117200	715202	Wastewater Construction Management II	61**	\$44.3383	\$46.4887	\$47.6044	\$48.7469	\$49.9168	\$51.1148	\$52.3416	\$53.5978	\$54.8841	\$56.2013
7117300	715302	Wastewater Construction Management III	66**	\$49.9205	\$52.3416	\$53.5978	\$54.8841	\$56.2013	\$57.5501	\$58.9313	\$60.3457	\$61.7940	\$63.2771
7117400	715402	Wastewater Construction Management IV	70**	\$54.8881	\$57.5502	\$58.9314	\$60.3458	\$61.7941	\$63.2772	\$64.7959	\$66.3510	\$67.9434	\$69.5740
7117500	715502	Wastewater Construction Management V	73**	\$58.9356	\$61.7940	\$63.2771	\$64.7958	\$66.3509	\$67.9433	\$69.5739	\$71.2437	\$72.9535	\$74.7044

\* Uniquely negotiated wage range

\*\* Refer to King County Square Table Range

cba Code: 459

APPENDIX A

Union Code: W4 ORDINANCE 19748

Technical Employees' Association

Wastewater Treatment Division, Department of Natural Resources Parks, Supervisors and Staff

Staff

2024 (+4.0%)

Job Class Code	PeopleSoft Job Code	Classification Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
7117100	715102	Wastewater Construction Management I	*	\$37.8065	\$39.6402	\$40.5916	\$41.5659	\$42.5634	\$43.5850	\$44.6308	\$45.7020	\$46.7985	\$47.9221
7117200	715202	Wastewater Construction Management II	61**	\$46.1125	\$48.3490	\$49.5094	\$50.6976	\$51.9143	\$53.1602	\$54.4360	\$55.7425	\$57.0803	\$58.4502
7117300	715302	Wastewater Construction Management III	66**	\$51.9181	\$54.4361	\$55.7426	\$57.0804	\$58.4503	\$59.8531	\$61.2896	\$62.7606	\$64.2669	\$65.8093
7117400	715402	Wastewater Construction Management IV	70**	\$57.0845	\$59.8531	\$61.2896	\$62.7606	\$64.2669	\$65.8093	\$67.3887	\$69.0060	\$70.6621	\$72.3580
7117500	715502	Wastewater Construction Management V	73**	\$61.2940	\$64.2668	\$65.8092	\$67.3886	\$69.0059	\$70.6620	\$72.3579	\$74.0945	\$75.8728	\$77.6937

\* Uniquely negotiated wage range

\*\* Refer to King County Square Table Range

**Certificate Of Completion**

Envelope Id: EE88EECF49694777B28DD1B2DB5EB545	Status: Completed
Subject: Complete with DocuSign: Ordinance 19749.docx, Ordinance 19749 Attachment A.pdf	
Source Envelope:	
Document Pages: 2	Signatures: 3
Supplemental Document Pages: 4	Initials: 0
Certificate Pages: 5	Envelope Originator:
AutoNav: Enabled	Cherie Camp
Enveloped Stamping: Enabled	401 5TH AVE
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	SEATTLE, WA 98104
	Cherie.Camp@kingcounty.gov
	IP Address: 198.49.222.20

**Record Tracking**

Status: Original	Holder: Cherie Camp	Location: DocuSign
3/27/2024 10:48:02 AM	Cherie.Camp@kingcounty.gov	
Security Appliance Status: Connected	Pool: FedRamp	
Storage Appliance Status: Connected	Pool: King County-Council	Location: DocuSign

**Signer Events**

Dave Upthegrove  
dave.upthegrove@kingcounty.gov  
Chair  
Security Level: Email, Account Authentication (None)

**Signature**


DocuSigned by:  
  
E76CE01F07B14EF...  
Signature Adoption: Uploaded Signature Image  
Using IP Address: 174.21.68.222

**Timestamp**

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Viewed: 3/27/2024 1:32:08 PM  
Signed: 3/27/2024 1:32:17 PM

**Electronic Record and Signature Disclosure:**  
Accepted: 3/27/2024 1:32:08 PM  
ID: 160b4517-8a71-4f88-965d-50403f505a64

Melani Hay  
melani.hay@kingcounty.gov  
Clerk of the Council  
King County Council  
Security Level: Email, Account Authentication (None)

DocuSigned by:  
  
8DE1BB375AD3422...  
Signature Adoption: Pre-selected Style  
Using IP Address: 198.49.222.20

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Signed: 3/27/2024 2:11:07 PM

**Electronic Record and Signature Disclosure:**  
Accepted: 9/30/2022 11:27:12 AM  
ID: 639a6b47-a4ff-458a-8ae8-c9251b7d1a1f

Dow Constantine  
Dow.Constantine@kingcounty.gov  
King County Executive  
Security Level: Email, Account Authentication (None)

DocuSigned by:  
  
4FBCAB8196AE4C6...  
Signature Adoption: Uploaded Signature Image  
Using IP Address: 146.129.84.117

Sent: 3/27/2024 2:11:09 PM  
Viewed: 4/3/2024 9:50:00 AM  
Signed: 4/3/2024 9:50:16 AM

**Electronic Record and Signature Disclosure:**  
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ID: 18f49dd4-72b1-492c-99fc-be2898bdb27

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp

Intermediary Delivery Events	Status	Timestamp
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Certified Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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Ames Kessler akessler@kingcounty.gov King County Security Level: Email, Account Authentication (None) <b>Electronic Record and Signature Disclosure:</b> Not Offered via DocuSign	<div style="border: 2px solid blue; padding: 5px; display: inline-block;"><b>COPIED</b></div>	Sent: 3/27/2024 2:11:09 PM Viewed: 3/27/2024 4:21:42 PM
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Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Certified Delivered	Security Checked	4/3/2024 9:50:00 AM
Signing Complete	Security Checked	4/3/2024 9:50:16 AM
Completed	Security Checked	4/3/2024 9:50:16 AM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: [cipriano.dacanay@kingcounty.gov](mailto:cipriano.dacanay@kingcounty.gov)

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