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Attachment D

2004-529

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY

AND

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 6
REPRESENTING EMPLOYEES IN
KING COUNTY PARK SYSTEM
DEPARTMENT OF CONSTRUCTION AND FACILITIES MANAGEMENT
DEPARTMENT OF NATURAL RESOURCES - SOLID WASTE DIVISION

WHEREAS the parties to this Agreement, King County (the Employer) and Service Employees International Union Local 6 (the Union) are parties to a collective bargaining agreement covering the period August 15, 1996 through August 14, 1999; and

WHEREAS the Employer and the Union negotiated a successor to the said collective bargaining agreement to cover the period January 1, 2001 through December 31, 2003; and

WHEREAS the terms and conditions of the prior agreement remain in effect following the expiration date of the prior agreement, until a successor agreement is ratified by both parties; and

WHEREAS the Employer, as part of a Classification-Compensation Project, has allocated employees represented by the Union into new job classifications;

NOW THEREFORE the parties agree to implement the compensation component of the Classification-Compensation Project for employees represented by the Union, according to the following terms and conditions:

1. Employees (except for Scale Operators and seasonal Parks employees) will be placed on the King County "square table" salary schedule on the salary ranges set forth in Addendum A to this Memorandum of Agreement, on the nearest salary step that is not less than the employee's regular rate of pay in effect on August 15, 1999.
2. Regular part-time and regular full-time Scale Operators will be paid at the appropriate hourly rates set forth in Addendum A.
3. The effective dates of said salary ranges and hourly rates shall be August 16, 1999 (which is the beginning of the pay period following the expiration date of the prior collective bargaining agreement), except as provided in Number 5 below.
4. Effective January 1, 2000, all rates of pay in effect on December 31, 1999 will be increased by the standard County cost of living adjustment (COLA) of 2.52 per cent, except as provided in Number 5 below.
5. An employee whose salary step on the square table would be a lower amount than the regular hourly rate in effect on August 15, 1999, shall be Y-rated (frozen) at the previous rate through December 31, 1999. The employee shall be placed (as in 1 above) on the appropriate step of

Service Employees International Union, Local 6 - Solid Waste - Departments of: Construction & Facility Management, Natural Resources, Parks & Recreation

January 1, 2001 through December 31, 2003

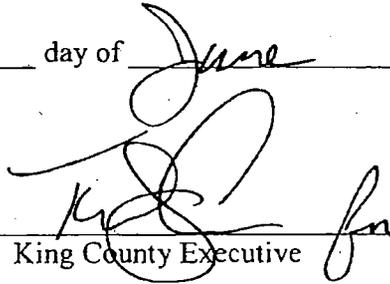
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the square table effective January 1, 2000. In addition, the employee will receive a lump sum in the amount of the difference between the actual COLA increase the employee receives for 2000, and what the employee would receive for 2000 if the COLA were applied to the employee's December 31, 1999 regular hourly rate.

6. All employees who are not at Step 10 of a range on December 31, 1999 will advance to the next higher step on January 1, 2000.
7. The foregoing provisions will apply to all who are current King County employees on the date the successor collective bargaining agreement is in effect (including those who separated from the bargaining unit), plus all those who retired or medically separated after August 15, 1999.
8. Seasonal employees in the Parks Department who were employed in a bargaining unit position during 2000 will receive a 2.52 per cent COLA for all compensated hours during 2000 of Parks seasonal employment, provided the employee responds within 30 days to a notice sent to the employee's last known address.

APPROVED this 27 day of June, 2001

By 
King County Executive

UNION:


SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL #6, AFL-CIO

**ADDENDUM A
TO MEMORANDUM OF AGREEMENT
BY AND BETWEEN
SEIU LOCAL 6
AND
KING COUNTY**

Rates of Pay, August 16, 1999

Department of Natural Resources, Solid Waste Division (Rates of Pay, August 16, 1999)	
Scale Operators, Base Rate	\$16.23/hour
Cedar Hills	\$18.66
Cedar Falls	\$17.37
Site Cashier Landfill	\$15.42

Full-time Scale Operators regularly assigned to transfer stations will be paid at the transfer station rate when assigned to landfills. Any site cashier working a transfer station will be paid the transfer station rate.

Regular part-time employees receive the rate of pay dependent upon where assigned as do the landfill cashiers.

King County Parks	
<i>Classification</i>	<i>Salary Range</i>
Park Specialist I	35*
Park Specialist II	42
Park Specialist III	50
Operating Engineer I	42
Operating Engineer II	47
Operating Engineer II, assigned to King County Aquatics Center	49**
Operating Engineer III	51
Inventory Purchasing Specialist I	42
Inventory Purchasing Specialist II	46
Inventory Purchasing Specialist III	49
Playground Specialist	44

* Parks Specialist I employees in the Supported Employment Program: The rate of pay is 50% of the appropriate step of Range 35 for greenhouse crew, and 70% of the appropriate step for field crew.

** Operating Engineer II positions assigned to the King County aquatics Center shall be paid two additional salary ranges above the Operating Engineer II salary range.

Department of Construction and Facilities Management	
Classification	Salary Range
Custodian	30**
Custodian, assigned Floor Care Specialist	31
Custodian, assigned Window Washer	36
Utility Worker I	35
Utility Worker II	39
Hazardous Waste Technician	46
Hazardous Waste Surveyor/Coordinator	50
Supervising Hazardous Waste Technician	52

** Custodian employees in the Supported Employment Program: The rate of pay is 70% of the appropriate step of Range 30.