

**Memorandum of Agreement – King County Total Compensation 2019-2020
for Appendix 53 of the Master Labor Agreement
Washington State Council of County and City Employees, Council 2, Local 21DC
District Court - Wages
[090]**

Subject: Total Compensation Coalition Small Table Terms [Appendix 53]

This Memorandum of Agreement (Agreement) is entered into by and between King County (the County) and Washington State Council of County and City Employees, Council 2 District Court (the Union).

BACKGROUND

1. The County and the Union have bargained in good faith during the Total Compensation Coalition bargaining for the term of January 1, 2019 through December 31, 2020. This Agreement is intended to represent the mutually agreed upon changes to be incorporated into Appendix 53 through December 31, 2020. Appendix changes are indicated by strike through or underline.

2. This Appendix 53 Memorandum of Agreement should be understood in conjunction with existing terms in Appendix 53, the District Court Working Condition Contract, the Master Labor Agreement, and the Total Compensation Agreement 2019-2020.

AGREEMENTS

1. Effective date: This Agreement provides changes to the Appendix and shall be effective upon ratification by King County Council.

ARTICLE 4: WAGE RATES

Section 4.1(a). The wage rates for the classifications listed below shall be as listed in Addendum A.

PeopleSoft Job Code	Classification Title
007723	District Court Clerk
007740	Probation Officer
007746	Probation Officer - Lead
311801	Probation Mental Health Specialist

Section 4.1(b). Upon satisfactory completion of the probationary period, regular full time employees shall receive annually, increases from one step to the next higher step within the range. Regular part-time employees shall receive step increases based on a prorated basis, based on the actual hours worked in relation to a forty (40) hour full-time schedule.

Section 4.1(c). Step placement for newly hired employees beyond the minimum of Step 1 shall be in accordance with the qualifications or experience criteria described in “Article 10, Section 11. Entrance Salary” of the Collective Bargaining Agreement between King County District Court and Washington State Council of County and City Employees, Local 21DC District Court Employees. If changes to the Step placement are desired by either party in the above named Collective Bargaining Agreement, the Office of Labor Relations will engage in the discussion and will retain the authority and responsibility to bargain the decision regarding any effects to wages.

An employee shall start at Step 1 for the classification unless she/he possesses qualifications or experience above the minimum for the position. If a newly hired employee possesses one or more of the listed qualifications which the Court decides justifies starting higher than Step 1, the employee shall receive a salary above Step 1. Despite the qualifications and/or experience of the newly hired employee, however, she/he shall not be placed above Step 6 for a starting salary. However, employees returning to District Court employment within a two-year period shall be placed at the same salary step as when they left, provided they return to the same job classification.

~~1). Fluent in approved Foreign Language/Signing – 1 Step~~

~~2). Prior experience credit is given for clerical experience, job knowledge, skills, and abilities, as follows:~~

~~a). Two (2) years State of Washington Court of Limited Jurisdiction Clerical experience – 1 Step for every 2 years (Limit 5 Steps);~~

~~b). Three (3) years other court clerical experience – 1 Step for every 3 years (Limit 5 Steps);~~

~~c). One (1) year of King County District Court Clerk experience – 1 Step for every year (Limit 5 Steps);~~

~~d). Three (3) years of legal assistant and/or legal secretary experience – 1 Step for every 3 years (Limit 5 Steps);~~

~~e). Educational degree from an accredited 4 year institution – 2 Steps;~~

~~f). Educational degree from a specialty program related to the work of the Court from a vocational institution, 2 year degree from an accredited community college, or the equivalent job knowledge gained through a combination of experience and educational pursuits – 1 Step. If a newly hired employee has either an educational degree from a specialty program in a vocational institution or a 2 year degree from an accredited community college AND an educational degree from an accredited 4 year institution, the employee will be credited a maximum of 2 steps.~~

~~g)~~

4.1(d). Employees who receive an advanced educational degree (e.g., A.A., B.A.) beyond their high school diploma or GED while employed within the bargaining unit shall receive extra step progression above the annual 1 step increase stated above placement (based on the step entitlement set forth in Section 1a. above) at their regular anniversary date following their receipt of the degree from an accredited institution or a vocational institution related to their work at the Court. Employees shall receive one (1) extra step if the employee obtains an educational degree from a vocational specialty program related to their work at the Court or a 2 year degree from an accredited college. Employees shall receive two (2) extra steps if the

employee obtains an educational degree from a (4) year institution. Under no circumstances may employees be paid above step 10 of their salary range under this provision.

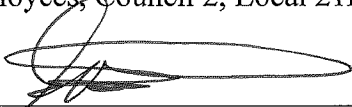
~~3). Prior experience credit is given for Probation Officer experience as follows:~~

~~a). Two (2) years State of Washington Court of Limited Jurisdiction Probation officer experience - 1 Step for every 2 years (Limit 5 Steps);~~

~~b). Three (3) years other Probation Officer experience - 1 Step for every 3 years (Limit 5 Steps);~~

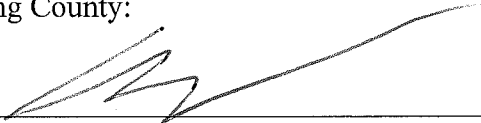
~~4). Alcohol/Drug Certified/Qualified - 1 Step~~

For Washington State Council of County and City
Employees, Council 2, Local 21DC:



Suzette Dickerson, Staff Representative

For King County:



Andre Chevalier, Labor Relations Negotiator