

**Memorandum of Agreement
by and between
King County
And
King County Security Guild**

ATTACHMENT B

Subject: Negotiated Compensation Settlement

Introduction

- A. King County (the County) and the King County Security Guild (the Guild) representing Security Officers, Security Officer-Dispatchers and Security Sergeants working in the Facilities Management Division, Department of Executive Services, have entered into their first collective bargaining agreement (CBA) covering the period of September 27, 2012 through December 31, 2014.
- B. The CBA includes cost-of-living adjustments (COLA) of 1.63% effective January 1, 2012, and 3.09% effective January 1, 2013. The COLA agreement for 2012 includes the period of January 1, 2012 through September 26, 2012 when the employees were represented by Teamsters, Local 117 pursuant to the terms of Teamsters, Local 117 agreement with the County during this period.
- C. In lieu of retroactively applying the COLA increases to the hourly wage rates for the period of January 1, 2012 through May 10, 2013, using the methodology the County traditionally has used to calculate retro payments, the parties have agreed to the following:

Agreements

1. The County will pay a lump sum of money to each employee listed in Attachment A. The lump sum payment is in lieu of retroactive adjusting the employee's wage rate by the COLA for the period of January 1, 2012 through May 10, 2013 and paying the difference between the wage rate the employees were paid and what the wage rate would be when adjusted by COLA. The lump sum payment is subject to lawful withholdings.
2. The 2013 hourly wage rates for the classifications covered under the CBA will be pursuant to the County's 10-Step Hourly Squared Schedule for 2013.
3. This Agreement constitutes the entire agreement between the parties with respect to any pay, retroactive pay and/or earnings owed to the employees covered under the CBA and this agreement for the period of January 1, 2012 through May 10, 2013.

APPROVED this 30 day of JULY 2013.

By: Don Constance
King County Executive

King County Security Guild:

Tom Fast
Tom Fast, President