

**Memorandum of Agreement**  
**By and Between**  
**King County**  
**and**  
**International Brotherhood of Teamsters, Local 117**  
**Representing**  
**Legislative Analysts – King County Council**

**Subject: Reclassifications of Mary Bourguignon and Wendy Soohoo**

**Overview:**

King County (the County) and the International Brotherhood of Teamsters, Local 117 (the Union) have agreed to the request of the employees listed below to be voluntarily demoted from their current position as Supervising Legislative Analyst I (Sp-LA I), to the position of Senior Principal Legislative Analysts (SPLA). The parties have engaged in effects bargaining with respect to these changes and have reached the agreement terms provided below.

**Agreement:**

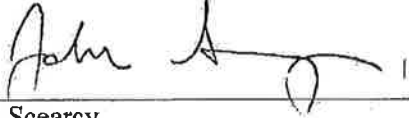
1. After reviewing the duties, skills and working conditions of the employees listed within this Agreement, it is agreed that the listed employees will be reclassified as SPLAs (PeopleSoft Job Code 2800300), and will continue to receive all relevant rights under the Union's Collective Bargaining Agreement covering the Legislative Analyst's bargaining unit [454].
2. The listed employees will remain at their current rate of pay, commensurate with the pay of the Sp-LA I at pay Range 81, Step 9 of the 2018 Annual Squared Table, until such time as the SPLA pay at pay Range 79 exceeds their current pay rate. The classification of SPLA is exempt and is not overtime eligible.
3. The employees referenced below agree that their positions will be reclassified to the SPLA classification.

<b>Name (Last, First)</b>	<b>Current Job Code</b>	<b>New Job Code</b>
Bourguignon, Mary	2704100	2800300
Soohoo, Wendy	2704100	2800300

4. This Agreement only covers the employees identified herein, and impacts no other positions or employees in or out of the bargaining unit in similar classifications. This Agreement shall not establish a practice or set a precedent regarding bargaining unit [454] positions that are reallocated to a different classification.

5. This Agreement is effective July 16, 2018, on which date the above-referenced changes will be implemented.


For International Brotherhood of Teamsters, Local 117:



John Scearcy  
Secretary-Treasurer

7/16/18  
Date

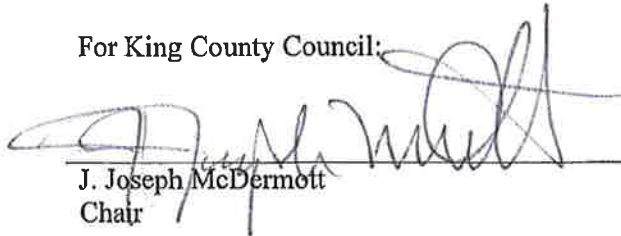
For King County:



Robert S. Railton  
Labor Relations Manager  
Office of Labor Relations  
King County Executive Office

7/16/18  
Date

For King County Council:



J. Joseph McDermott  
Chair

7/16/18  
Date