



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 19752

Proposed No. 2024-0102.1

Sponsors Upthegrove

1 AN ORDINANCE approving and adopting the
2 Memorandum of Agreement negotiated by and between
3 King County and the International Brotherhood of
4 Teamsters Local 117, representing transit capital unit
5 manager and supervisory employees in the Metro transit
6 department in the capital division and establishing the
7 effective date of the agreement.

8 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

9 SECTION 1. The Memorandum of Agreement negotiated by and between King
10 County and the International Brotherhood of Teamsters Local 117, representing transit
11 capital unit manager and supervisory employees in the Metro transit department in the
12 capital division, which is Attachment A to this ordinance, is hereby approved and
13 adopted by this reference made a part hereof.


Ordinance 19752

14 **SECTION 2.** Terms and conditions of the agreement shall be effective from
15 September 02, 2023, through and including December 31, 2024.


Ordinance 19752 was introduced on 4/2/2024 and passed by the Metropolitan King County Council on 4/16/2024, by the following vote:

Yes: 7 - Balducci, Barón, Dembowski, Dunn, Mosqueda, Perry and Upthegrove
Excused: 2 - von Reichbauer and Zahilay

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 4/23/2024, _____.

DocuSigned by:

4FBCAB8196AE4C6...
Dow Constantine, County Executive

Attachments: A. Memorandum of Agreement By and Between King County and Teamsters Local Union No. 117 Representing Transit Capital Unit Managers and Transit Capital Supervisors-Capital Division of Metro Transit Department

Ordinance 19752

Attachment A

**Memorandum of Agreement
By and Between
King County
and
Teamsters Local Union No. 117
Representing Transit Capital Unit Managers and Transit Capital Supervisors –
Capital Division of Metro Transit Department
[153/F7]**

Subject: Wage Adjustments

Background:

1. King County (the County) and Teamsters Local 117 (the Union) are Parties to a Collective Bargaining Agreement (CBA) effective January 1, 2021 through December 31, 2024. The CBA covers Managerial and Supervisory employees in the Capital Division of the Metro Transit Department.

2. During the course of the current Collective Bargaining Agreement, the Parties have engaged in discussions to address unprecedented compensation issues for this bargaining unit and enter into the following one-time Agreement.

Agreement:

1. A retroactive lump sum payment of six percent (6.0%) of eligible earnings for paid hours worked between September 2, 2023, through the first full pay period following the effective date of this Agreement will be paid to each eligible bargaining unit employee.

A. To calculate this lump sum payment, the 6% lump sum shall be applied to all eligible earnings received between September 2, 2023, and the first full pay period following the effective date of this Agreement. It is agreed that this lump sum calculation will represent the 6% increase for earnings between September 2, 2023, and the implementation date of the prospective increase.

B. This lump sum payment shall be subject to all applicable federal and state rules, taxes, retirement, and other withholdings.

C. Examples of non-eligible earnings include, but are not limited to, adjusted earnings for pay periods prior to September 2, 2023, grievance settlements, retroactive payments for compensation prior to September 2, 2023, and hours coded as no pay or as absent without

Teamsters Local 117 – Transit Capital Unit Managers and Transit Capital Supervisors – Metro Transit Department

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leave.

2. Addendum A of the Parties' CBA shall be adjusted as follows, and changes will be applied prospectively on the first full pay period following the effective date of this Agreement.

Wages Effective January 1-September 2, 2023

<u>Job Class Code</u>	<u>PeopleSoft Job Code</u>	<u>Classification Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>2635100</u>	<u>263303</u>	<u>Real Estate, Land Use and Environmental Planning Supervisor</u>	\$139,128.37 \$147,533.40	\$145,943.62 \$154,700.24	\$153,032.67 \$162,214.63	\$160,466.80 \$170,094.81	\$168,261.39 \$178,357.07
<u>2425100</u>	<u>240501</u>	<u>Transit Capital Supervisor</u>	\$130,182.42 \$137,993.37	\$136,506.24 \$144,696.61	\$143,137.28 \$151,725.52	\$150,090.10 \$159,095.51	\$157,380.70 \$166,823.54
<u>2426100</u>	<u>240601</u>	<u>Transit Capital Unit Manager</u>	\$139,128.37 \$147,533.40	\$145,943.62 \$154,700.24	\$153,032.67 \$162,214.63	\$160,466.80 \$170,094.81	\$168,261.39 \$178,357.07

Wages Effective January 1, 2024

<u>Job Class Code</u>	<u>PeopleSoft Job Code</u>	<u>Classification Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>2635100</u>	<u>263303</u>	<u>Real Estate, Land Use and Environmental Planning Supervisor</u>	\$144,749.70 \$153,434.73	\$151,781.34 \$160,888.25	\$159,153.90 \$168,703.22	\$166,885.47 \$176,898.60	\$174,991.86 \$185,491.36
<u>2425100</u>	<u>240501</u>	<u>Transit Capital Supervisor</u>	\$135,389.70 \$143,513.10	\$141,966.45 \$150,484.48	\$148,862.69 \$157,794.54	\$156,093.60 \$165,459.33	\$163,676.03 \$173,496.48
<u>2426100</u>	<u>240601</u>	<u>Transit Capital Unit Manager</u>	\$144,749.70 \$153,434.73	\$151,781.34 \$160,888.25	\$159,153.90 \$168,703.22	\$166,885.47 \$176,898.60	\$174,991.86 \$185,491.36

3. Eligibility:

A. Employees who are eligible to receive the 6% retroactive lump sum payment are those who are active in a base Teamsters 117 Transit Capital Unit Managers, Transit Capital Supervisors and Real Estate, Land Use and Environmental Planning Supervisor bargaining unit position on the effective date of this Agreement. The payments will only be paid for the applicable period that the Employee worked in the base Teamsters 117 Transit Capital Unit Managers and Transit Capital Supervisors and Real Estate, Land Use and Environmental Planning Supervisor bargaining unit position.


B. There shall be no post-hire adjustments made to salary steps as a result of implementing this 6% wage increase.

4. This is a one-time Agreement to address a unique circumstance. This Agreement does not establish a precedent in any way or impose any obligation on the County outside of the explicit language contained in this Agreement.

5. This represents a full and final agreement of the Parties regarding wages for this bargaining unit through December 31, 2024.

6. The terms of this Agreement shall be effective when signed by authorized representatives of the Parties, following each Party’s full ratification process. Any signature received by facsimile or electronic signature will have the same force and effect as does an original signature on this document. This Agreement may be signed in counterparts, which together shall constitute the entire agreement.

For Teamsters Local 117:

DocuSigned by:

F4844B6BDBFA45C...

3/13/2024

Paul Dascher
Secretary-Treasurer

Date

For King County:

DocuSigned by:

25601F2BDE904EE...

3/13/2024

Nancy Corado
Labor Relations Negotiator

Date

Office of Labor Relations
King County Executive Office

Certificate Of Completion

Envelope Id: 534461B7F515455A909FC02E21D66070	Status: Completed
Subject: Complete with DocuSign: Ordinance 19752.docx, Ordinance 19752 Attachment A.pdf	
Source Envelope:	
Document Pages: 2	Signatures: 3
Supplemental Document Pages: 5	Initials: 0
Certificate Pages: 5	Envelope Originator:
AutoNav: Enabled	Cherie Camp
Envelopeld 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
4/17/2024 4:55:37 PM	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: 198.49.222.20

Timestamp

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Signed: 4/18/2024 8:56:20 AM

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

DocuSigned by:

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Signature Adoption: Pre-selected Style
Using IP Address: 198.49.222.20

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ID: 639a6b47-a4ff-458a-8ae8-c9251b7d1a1f

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

DocuSigned by:

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Using IP Address: 146.129.84.117

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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) Electronic Record and Signature Disclosure: Not Offered via DocuSign	<div style="border: 2px solid blue; padding: 5px; display: inline-block;">COPIED</div>	Sent: 4/18/2024 9:44:16 AM Viewed: 4/18/2024 10:31:18 AM
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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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Signing Complete	Security Checked	4/23/2024 3:05:46 PM
Completed	Security Checked	4/23/2024 3:05:46 PM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

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Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact King County-Department of 02:

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

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To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at cipriano.dacanay@kingcounty.gov and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to cipriano.dacanay@kingcounty.gov and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

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To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

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- ii. send us an email to cipriano.dacanay@kingcounty.gov and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

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- Until or unless you notify King County-Department of 02 as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by King County-Department of 02 during the course of your relationship with King County-Department of 02.