

**Memorandum of Agreement**  
**By and Between**  
**King County**  
**And**  
**Public Safety Employees Union**  
**Communications Specialists Supervisors - King County Sheriff's Office**

**Subject: Wage Adjustment and Formation of Committee**

This Memorandum of Agreement (MOA) is entered into by the Public Safety Employees Union (the Union) and King County (the County).

**Background:**

1. The County and the Union, which represents Communications Center Supervisors in the King County Sheriff's Office, are parties to Appendix 212 (the Appendix) and the Coalition Labor Agreement (CLA) which together form the Collective Bargaining Agreement (CBA) which is effective January 1, 2021, through December 31, 2024. As part of the Appendix negotiations, the parties agreed to a wage reopener for the Communications Center Supervisors classification.

2. The CLA was adopted by King County Council ordinance and became law effective September 17, 2022. The parties immediately began bargaining wages in September 2022.

3. Negotiations concluded in February 2023 and the following represents the parties' agreement on the matter:

**Agreement:**

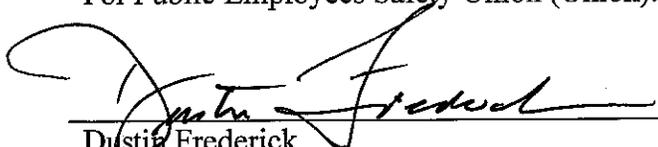
1. **Wage Increase.** The wage addendum to the Appendix shall reflect a one range increase from Range 59 to Range 60 on the King County (KC) Squared Table for the Communications Supervisor classification effective retroactively to September 17, 2022. The range increase will be implemented no later than two full pay periods following the effective date of the Council ordinance (10 days after the Executive signature). The payment for retroactive range increases will be considered and reported as wages, subject to standard withholdings and will occur no later than three full pay periods following the effective date of the Council ordinance (10 days after the Executive signature).

2. **Operational Improvements and Overtime Reduction Committee.** At the direction of the Communications Center Operations Manager, all members of the bargaining unit will participate on a committee tasked with evaluating operational efficiencies and identifying solutions to improve efficiencies and reduce labor costs in the Communications Center. Beginning no later than March 28, 2023, and continuing monthly, the committee shall report its

progress, including accomplishments and opportunities for improvement, and make recommendations to the Operations Manager. The Operations Manager will consider the committee's recommendations and advance viable solutions to Management for review and approval. Upon Management's approval, members of the bargaining unit will conduct trainings for all staff, implement improvements, and monitor and report progress.

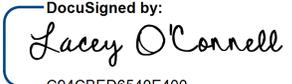
3. This MOA is the full and final agreement of all terms related to retroactive wages and wage adjustments for Appendix 212 through December 31, 2024.

For Public Employees Safety Union (Union):

  
\_\_\_\_\_  
Dustin Frederick  
Business Agent

2/24/23  
Date

For King County:

DocuSigned by:  
  
\_\_\_\_\_  
C94CBED6540E400  
Lacey O'Connell  
Senior Labor Relations Negotiator  
Office of Labor Relations  
King County Executive Office

2/24/2023  
Date