



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 18875

Proposed No. 2019-0069.1

Sponsors Upthegrove

1 AN ORDINANCE approving and adopting the collective
2 bargaining agreement negotiated by and between King
3 County and Technical Employees' Association (Wastewater
4 Treatment Division, Department of Natural Resources and
5 Parks, Supervisors and Staff) representing employees in the
6 department of natural resources and parks; and establishing
7 the effective date of the agreement.

8 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

9 SECTION 1. The collective bargaining agreement negotiated by and between
10 King County and Technical Employees' Association (Wastewater Treatment Division,
11 Department of Natural Resources and Parks, Supervisors and Staff) representing
12 employees in the department of natural resources and parks, which is Attachment A to
13 this ordinance, is hereby approved and adopted by this reference made a part hereof.

14 SECTION 2. Terms and conditions of the agreement shall be effective from
15 January 1, 2017, through and including December 31, 2020.
16

Ordinance 18875 was introduced on 3/6/2019 and passed by the Metropolitan King
County Council on 3/27/2019, by the following vote:

Yes: 9 - Mr. von Reichbauer, Mr. Gossett, Ms. Lambert, Mr. Dunn,
Mr. McDermott, Mr. Dembowski, Mr. Upthegrove, Ms. Kohl-Welles
and Ms. Balducci

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Rod Dembowski, Chair

ATTEST:

Melani Pedroza, Clerk of the Council



RECEIVED
2019 APR -2 PM 1:17
KING COUNTY COUNCIL
CLERK

APPROVED this 1 day of APRIL, 2019.

Dow Constantine, County Executive

Attachments: A. Agreement Between King County and Technical Employee's Association

**AGREEMENT BETWEEN
KING COUNTY
AND
TECHNICAL EMPLOYEES' ASSOCIATION
Department of Natural Resources & Parks - Supervisors and Staff**

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AGREEMENT BETWEEN
KING COUNTY
AND
TECHNICAL EMPLOYEES' ASSOCIATION
Department of Natural Resources & Parks - Supervisors and Staff

PREAMBLE

This Agreement is the result of good faith negotiations between King County ("the County") and the Technical Employees' Association, ("the Association" or "TEA"). This relationship is a partnership based on mutual interests, respect and trust. These Articles constitute Collective Bargaining Agreement ("Agreement") between the County and TEA, comprised of all employees in the Supervisor and Staff bargaining units.

This document establishes a framework within which the County and the Association can achieve our joint mission to efficiently and effectively plan, design, construct and operate the public's wastewater treatment system while providing a high quality work environment. Both parties agree that this Agreement allows for the flexibility needed to further the goals of: improving the work environment, ensuring economic feasibility of the Wastewater Treatment Division ("WTD" or "division"), providing a compensation package that is competitive with the best in the wastewater treatment industry, generating gains in efficiency and effectiveness, and attracting and retaining outstanding employees.

The County and the Association recognize that the workplace is changing in an effort to improve the delivery of services. The County and the Association also agree that improvement in the workplace is an evolutionary process that requires the long-term commitment of both parties. The elements of workplace improvement such as the Continuous Improvement, LEAN, Equity and Social Justice, business planning, organizational changes and performance measurement should be viewed as a system.

In support of practices that reflect our commitment to shared values, the County and the Association should:

- Trust each other,

- 1 • Listen and respond to public/customer concerns,
- 2 • Respect people,
- 3 • Promote a diverse workforce,
- 4 • Take responsible risks,
- 5 • Behave the way we say we do,
- 6 • Give and get reliable business information,
- 7 • Work to improve our technical excellence and teamwork,
- 8 • Foster a labor/management partnership based on shared interests,
- 9 • Collaborate in building an ongoing labor/management relationship based on open
- 10 communications, mutual trust, and respect, and
- 11 • Enjoy challenges, work, and humor.

12 The TEA-Management Committee (“TMC”) was created as an informal forum to support
 13 ongoing changes and continuous improvements in the workplace. Issues are to be discussed in a
 14 collaborative manner.

15 To accommodate this process, the role of the TMC is to deal jointly with areas of mutual
 16 interest to all parties, to move all parties toward a shared vision of a productive work place, and to
 17 oversee the tasks called for in the Agreement.

18 ARTICLE 1: PURPOSE

19 **1.1 Purpose.** The purpose of this Agreement is to set forth in writing the negotiated wages,
 20 hours and working conditions for those employees who are covered by this Agreement.

21 **1.2 Maintenance of Working Conditions.** The County recognizes its obligation to
 22 negotiate wages, hours and working conditions with TEA.

23 **1.3 Application of Personnel Guidelines.** As set forth in this section, the 2005 King County
 24 Personnel Guidelines shall apply to members of this bargaining unit where this Agreement is silent or
 25 ambiguous. The 2005 Personnel Guidelines (except those identified in Appendix B to have no
 26 application) shall replace any pre-existing practice between the parties, provided that nothing in those
 27 Personnel Guidelines will be interpreted or applied to circumvent the parties’ collective bargaining
 28 obligations. However, should any genuine established practice arise subsequent to July 1, 2005, and

1 such practice conflicts with the terms of the 2005 Personnel Guidelines (and it pertains to a matter on
 2 which the Agreement is either silent or ambiguous), then the practice shall govern. Should the
 3 Personnel Guidelines be invoked to interpret the contract, the arbitrator reserves the right to
 4 determine what weight should be given along side those other interpretive factors that an arbitrator
 5 might conclude appropriate.

6 Except as expressly noted, definitions in the Personnel Guidelines shall apply to the
 7 interpretation of the Personnel Guidelines only. The parties agree to reopen this article and other
 8 affected articles of the Agreement in the event that the Personnel Guidelines are amended.

9 **ARTICLE 2: ASSOCIATION RECOGNITION AND MEMBERSHIP**

10 **2.1 Recognition.** The County recognizes the Association as the exclusive bargaining
 11 representative of all employees in two separate bargaining units. The staff unit being comprised of
 12 all full-time and regular part-time non-supervisory employees in the Project Planning and Delivery,
 13 and Resource and Recovery Sections, and Environmental and Community Services sections of the
 14 Wastewater Treatment Division of the King County Department of Natural Resources and Parks
 15 whose classifications are listed under Appendix A, Union Code W3, excluding bargaining unit
 16 supervisors, confidential employees, managers, employees in the Industrial Waste unit of the
 17 Environmental and Community Services Section, administrative employees, and all other employees
 18 of the County. Another bargaining unit being comprised of all full-time and regular part-time
 19 supervisory employees in the Project Planning and Delivery, and Resource and Recovery Sections,
 20 and Environmental and Community Services sections of the Wastewater Treatment Division of the
 21 King County Department of Natural Resources and Parks whose classifications are listed under
 22 Appendix A, Union Code W4, excluding non-supervisory bargaining unit employees, confidential
 23 employees, managers, administrative employees and all other employees of the County.

24 **2.2 Association Membership.** All employees covered under the terms of this Agreement
 25 may voluntarily join the Association as a member and receive all rights, privileges and benefits of
 26 Association membership.

27 **2.3 Dues Deduction Procedure.** The County shall deduct regular monthly dues and fees
 28 from the Association member employee's paycheck when voluntarily authorized in writing by the

1 Association member employee. A copy of the legally compliant employee signed authorization will
2 be provided to the County before deductions are made. The deductions will be transferred to TEA
3 monthly. TEA shall refund any amounts paid to it in error upon presentation of proper evidence
4 thereof. TEA will indemnify, defend, and hold the County harmless against any claims made and any
5 suit instituted against the County on account of the application of any provision of this article as it
6 relates to the collection of TEA dues and assessments. The County shall notify TEA of changes in
7 employment and membership status on a monthly basis.

8 **ARTICLE 3: RIGHTS OF MANAGEMENT**

9 The management of the County and the direction of the work force are vested exclusively in
10 the County, except as may be limited by the express written terms of this Agreement.

11 **ARTICLE 4: WAIVER AND COMPLETE AGREEMENT**

12 **4.1 Waiver.**

13 A. The Agreement expressed herein in writing constitutes the entire Agreement
14 between the parties and no express or implied or oral statements shall add to or supersede any of its
15 provisions.

16 B. The parties acknowledge that during the negotiations which resulted in this
17 Agreement, each had the unlimited right and opportunity to make demands and proposals with
18 respect to any subject or matter appropriate for collective bargaining, and that the understanding and
19 agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this
20 Agreement. Therefore, the County and TEA, for the life of this Agreement, each voluntarily and
21 unqualifiedly waive the right and each agrees that the other shall not be obligated to bargain
22 collectively with respect to any subject or matter, even though such subjects or matters may not have
23 been within the knowledge of contemplation of either or both of the parties at the time that they
24 negotiated or signed this Agreement.

25 **4.2 Modification.** Should the parties agree to amend or supplement the terms of this
26 Agreement, such amendments or supplements shall be in writing. No binding agreements, including
27 but not limited to memorandums of understanding, side letters, etc., involving the day-to-day
28 administration of the Agreement or the bargaining relationships will be entered into with the

1 bargaining representative without the authorization of the King County Office of Labor Relations
2 Director/designee.

3 **ARTICLE 5: EMPLOYEE RIGHTS**

4 **5.1 Personnel Files.**

5 A. The employee and/or an Association representative may examine the employee's
6 personnel files if the employee so authorizes in writing. Material placed into the employee's files
7 relating to job performance or personal character shall be provided to the employee prior to
8 placement in the file. The employee may challenge the propriety of including it in the files. If, after
9 discussion, the County retains the material in the file, the employee shall have the right to insert
10 contrary documentation into the file.

11 B. Unauthorized persons shall not have access to employee files or other personal
12 data relating to the employee. The department director/designee will determine staff authorized for
13 access to personnel files maintained in the Department of Natural Resources and Parks ("DNRP" or
14 "department"). This does not limit the Association's statutory right to request information pursuant
15 to its statutory right to request collective bargaining information. All persons with the exception of
16 WTD, King County Office of Labor Relations personnel, Department of Executive Services, and
17 Prosecuting Attorney Office staff shall record access to employee files.

18 C. The only personnel files will be the department personnel file and the section
19 personnel file. Additionally, supervisors may keep a "working file" which may be used for the
20 purpose of developing an annual evaluation. Such materials will be purged from this working file
21 when the evaluation is finalized. Notes taken for such purposes may be added to the personnel file.

22 D. Written warnings and/or reprimands shall remain in the employee's personnel file
23 for a maximum of three years except where there is a reoccurrence of a similar nature. Suspensions
24 or demotions may be removed from the employee's personnel file after five years upon request of the
25 employee and approval of the division director.

26 **5.2 Right to Representation.** An employee, at his/her request, has a right to Association
27 representation at any meeting which s/he reasonably believes may lead to disciplinary action against
28 the employee. If the employee requests TEA representation in such a matter, the employee will be

1 provided with reasonable time to arrange for TEA representation. The parties acknowledge that in
2 certain instances a reasonable time may be as little as the same day.

3 **5.3 Seniority List.** The County will supply the Association with a seniority list twice a year
4 upon written request. Requests are to be directed to the WTD Human Resources Manager. The list
5 will include each TEA employee's name, job classification number, classification title, section, and
6 seniority data.

7 Seniority for all purposes of this Agreement shall be calculated as a person's continuous
8 length of service in a Wastewater bargaining unit represented by TEA from April 13, 2001.
9 Employees with the same WTD TEA seniority shall be subject to a tiebreaker, which shall be the
10 employee's County/Metro adjusted service date. The "adjusted service date" means the most recent
11 date of hire into a regular position, as backdated for any prior eligible service that ended no more than
12 two years before reemployment and is adjusted (postdated) for unpaid leaves of absence, including
13 unpaid family leave, that exceed 30 calendar days. In this context, eligible service means
14 employment in a regular position; however, if an employee moves from a term-limited temporary
15 position into a regular position with no break in service, employment in the term-limited temporary
16 position will be included when establishing the adjusted service date. Breaks in the continuous
17 length of service shall be calculated in the same manner as the adjusted service date. Seniority will
18 be posted in years, months and days.

19 **5.4 Supervision and Evaluations.** Employees will be supervised and evaluated by the
20 supervisor of the work group responsible for establishing the performance expectations, deliverables,
21 and assignments for the majority of the employee's workload.

22 **ARTICLE 6: BENEFIT TIME**

23 **6.1 General Description**

24 The benefit program has two elements to it: one is Benefit Time (BT) and the other is Sick
25 Leave (SL). Both programs are built on the accrual rate table set forth in Section 6.6. This program
26 recognizes the need for scheduled time away from the job (vacation and holidays) for personal
27 reasons and for occasions when the employee must be away because of illness or injury. BT is
28 administered with the understanding that: a) BT is intended to constitute wage replacement when an

1 employee is in leave, and b) because business needs may constrain employees' ability to utilize leave,
 2 the Agreement provides for a yearly cash out of up to 40 hours of BT. Full-time regular, part-time
 3 regular, provisional, probationary and term-limited temporary employees shall receive the leave
 4 benefits provided in this Article. Short-term temporary and administrative interns shall accrue SL at
 5 the rate provided in this Article.

6 **6.2 Definitions**

7 All BT and SL time is based on a 2,080 hour year. BT is the bank of time accrued for use
 8 during scheduled paid time off, including holidays, and unscheduled paid time off (excluding
 9 bereavement leave and jury duty) once SL is exhausted.

10 SL is the bank of time accrued for use during all paid nonscheduled and scheduled illness,
 11 nonscheduled injury, and other qualifying reasons for employees and their eligible family members
 12 (as provided under KCC 3.12.220).

13 Employees may donate BT and SL to another employee in accordance with Section 7.2.

14 **6.3 Principles**

15 A. The Benefit Time program is intended to provide a productive workplace where
 16 employees are encouraged to be healthy and regularly be at work.

17 B. Operational efficiency is increased by the responsible management of the benefit
 18 time usage.

19 **6.4 Absence**

20 Employees are expected to schedule BT as far in advance as possible to facilitate workload
 21 planning. Employees are expected to notify the County of any unscheduled absence in accordance
 22 with WTD notice requirements. All BT and SL time shall be coordinated with, and supplementary
 23 to, worker's compensation.

24 FLSA non-exempt (hourly) employees who become ill or who are injured while at work shall
 25 apply the applicable accrued SL or BT for that portion of the shift that they are unable to complete.
 26 Hourly employees may use accrued SL and BT in increments of one-half hour.

27 FLSA exempt employees (salaried) use accrued BT and SL in increments of not less than one
 28 regular work day. Salaried employees who are absent for part of a work day will not be required to

1 charge such absences against any accrued leave balances nor will the employee's pay be reduced.

2 Benefits eligible employees unable to work because of any other personal emergency not
3 related to employee or eligible family member illness or injury shall be eligible to use BT for any
4 unworked but scheduled hours upon approval by the supervisor.

5 BT and SL will be paid only to the extent that BT and SL hours have been accrued by the
6 employee in the pay period immediately preceding the absence.

7 **6.5 Use of BT before Retiring or Separation**

8 BT Usage for Retiring or Separating Benefits Eligible Employees – Not withstanding other
9 protected leave usage, bargaining unit benefits eligible employees who retire or separate with an
10 irrevocable notice of resignation a minimum of six months prior to their last day worked at the
11 County (exclusive of the BT usage) may use up to 480 hours of approved BT.

12 **6.6 BT and SL Accruals**

13 BT accrual shall be as follows:

14 Years of Employment	14 Accrual Rates		
	15 Annual	16 Bi-weekly	17 Hourly
18 Less than 5 years	232	8.923	0.1115
19 5 years but less than 8 years	256	9.846	0.1231
20 8 years but less than 10 years	264	10.154	0.1269
21 10 years but less than 16 years	296	11.385	0.1423
22 16 years but less than 17 years	304	11.692	0.1462
23 17 years but less than 18 years	312	12.000	0.1500
24 18 years but less than 19 years	320	12.308	0.1538
25 19 years but less than 20 years	328	12.615	0.1577
26 20 years but less than 21 years	336	12.923	0.1615
27 21 years but less than 22 years	344	13.231	0.1654
28 22 years but less than 23 years	352	13.538	0.1692
23 years but less than 24 years	360	13.846	0.1731
24 years but less than 25 years	368	14.154	0.1769
More than 25 years of service	376	14.462	0.1808

1 SL accrual shall accumulate for benefits eligible employees at a rate of 0.0269 hours per hour.
 2 Short-term temporary and administrative interns will earn SL at the rate of 0.025 hours per hour
 3 worked. Benefits eligible employees who work in excess of 74 hours in the workweek will earn SL
 4 at the rate of 0.025 hours per hour worked for the those hours worked in excess of 74.

5 All leave accruals will be prorated for regular part-time employees on the percentage of full-
 6 time worked.

7 The hourly accrual rates indicated in this article shall not be construed to mean that salaried
 8 employees receive compensation based on number of hours worked.

9 **6.7 BT and SL Accumulation and Conversion**

10 The maximum accumulated carryover of BT from the pay period ending before April 1st of
 11 one calendar year to the next shall be 600 hours (prorated for part-time employees on the percentage
 12 of full-time worked). Employees with at least 480 hours at that time shall have the option to convert
 13 up to 40 hours to cash, down to a balance of 480 hours. Accumulated hours beyond 600 (or prorated
 14 for part-time) will be forfeited in the payroll period that contains April 1.

15 There shall be no limit on the amount of SL accrued.

16 **6.8 Upon Retirement or Death**

17 Upon retirement from the County or death, a benefits eligible employee or their beneficiary
 18 shall be paid for up to 480 hours of accrued BT at 100% and for all accrued SL at 35%.

19 **6.9 Upon Separation**

20 Benefits eligible employees shall be paid for accrued BT to their date of separation if they
 21 have successfully completed their first six months of County service in a paid leave eligible position
 22 up to 480 hours maximum and any remainder shall be forfeit and not be paid. Payment shall be made
 23 at the employee's rate of pay in effect upon the date of leaving County employment less mandatory
 24 withholdings. If employees leave prior to successful completion of the first six months of County
 25 service, they shall forfeit and not be paid for accrued BT.

26 Separation from employment except by reason of retirement, death, layoff, or non-disciplinary
 27 medical reasons will cancel all SL accrued to the paid leave eligible employee as of the date of
 28 separation. Should a paid leave eligible employee resign in good standing, be laid off or separated for

1 non-disciplinary medical reasons and return to County employment within two years, his/her accrued
2 SL will be restored.

3 **6.10 Holidays**

4 All work performed on the following holidays by hourly employees shall be approved in
5 advance by the supervisor and paid at the rate of one and one-half times the employee's hourly rate of
6 pay for all hours worked:

- 7 • New Year's Day
- 8 • Martin Luther King Jr.'s Birthday
- 9 • Washington's Birthday (also known as President's Day)
- 10 • Memorial Day
- 11 • Independence Day
- 12 • Labor Day
- 13 • Veteran's Day
- 14 • Thanksgiving Day
- 15 • Day after Thanksgiving Day
- 16 • Christmas Day

17 Holidays will be on the day the County observes the holiday. Employees will use accrued
18 BT, compensatory time, or Executive Leave in the amount of the regularly scheduled workday in
19 order to receive compensation for the holiday. Holiday time must be used no later than the following
20 pay period.

21 An employee who does not have sufficient accrued leave will not be paid for the holiday,
22 unless as above, an hourly employee works on the holiday with the approval of his supervisor.
23 Employees on alternate work schedules without sufficient BT to be paid for the holiday may, with the
24 approval of their supervisor, adjust their work schedules in order to have the holiday fall on a regular
25 day off.

26 **ARTICLE 7: LEAVE DONATIONS AND GENERAL LEAVES**

27 **7.1** Full-time regular, part-time regular, provisional, probationary and term-limited temporary
28 employees shall receive the leave benefits provided in this Article.

1 **7.2 Donation of Leaves.** Donation of benefit time (BT) hours and donation of sick leave
 2 (SL) hours shall be as provided herein. However, should the County formally change its policies
 3 regarding donation of leave, the parties agree that either party may open this contract within 60 days
 4 for the purpose of negotiation over these subjects.

5 **A. Benefit Time Hours:**

6 **1. Approval Required.** An employee eligible for paid leave may donate a
 7 portion of his/her accrued BT to another employee eligible for leave benefits. Such donation will
 8 occur upon written request to and approval of the donating and receiving employee's department
 9 director(s)/designee(s), except that requests for BT donation made for the purposes of supplementing
 10 the SL benefits of the receiving employee will not be denied unless approval would result in a
 11 departmental hardship for the receiving department.

12 **2. Limitations.** The number of hours donated will not exceed the donor's
 13 accrued BT as of the date of the request. No donation of BT will be permitted where it would cause
 14 the employee receiving the transfer to exceed his/her maximum BT.

15 **3. Use of Donated Leave.** Donated hours accrue to the donee's leave bank
 16 and do not expire or return to the donor once accrued. Donated BT leave hours will be excluded
 17 from cashout provisions contained in Article 6. For purposes of this Article, the first hours used by
 18 an employee will be accrued BT hours.

19 **B. Sick Leave hours:**

20 **1. Written Notice Required.** An employee eligible for paid leave may
 21 donate a portion of his/her accrued SL to another employee eligible for leave benefits upon written
 22 notice to the donating and receiving employee's department director(s)/designee(s).

23 **2. Minimum Leave Balance Required (Donor).** No donation will be
 24 permitted unless the donating employee's SL accrual balance immediately subsequent to the donation
 25 is 100 hours or more. No employee may donate more than 25 hours of his/her accrued SL in a
 26 calendar year.

27 **3. Use of Donated Leave.** Donated hours accrue to the donee's SL bank and
 28 do not expire or return to the donor once accrued. Donated SL hours will be excluded from the SL

1 cashout provisions contained in Article 6. For purposes of this article, the first hours used by an
2 employee will be accrued SL hours.

3 **C. No Solicitation.** All donations of leave made under this Section are strictly
4 voluntary. An employee is prohibited from soliciting, offering or receiving monetary or any other
5 compensation or benefits in exchange for donating leave hours.

6 **D. Conversion Rate.** All leave hours donated will be converted to a dollar value
7 based on the donor's regular hourly rate at the time of donation. Such dollar value will then be
8 divided by the receiving employee's regular hourly rate to determine the actual number of hours
9 received.

10 **7.3 Leave - Organ Donors.** The manager/designee shall allow all employees eligible for
11 paid leave benefits who are voluntarily participating as donors in life-giving or life-saving procedures
12 such as, but not limited to, bone marrow transplants, kidney transplants, or blood transfusions to take
13 five days paid leave, which shall not be charged to benefit time or sick leave, provided that:

14 **A.** The employee gives the manager/designee reasonable advance notice of the need
15 to take time off from work for the donation of bone marrow, a kidney, or other organs or tissue where
16 there is reasonable expectation that the employee's failure to donate may result in serious illness,
17 injury, pain or the eventual death of the identified recipient.

18 **B.** The employee provides written proof from an accredited medical institution,
19 organization or individual as to the need for the employee to donate bone marrow, a kidney, or other
20 organs or tissue or to participate in any other medical procedure where the participation of the donor
21 is unique or critical to a successful outcome.

22 Time off from work for the purpose set out above in excess of five working days will be
23 subject to the terms of this Agreement.

24 **7.4 Leave of Absence without Pay.** If a leave of absence is taken in conjunction with a
25 workers' compensation claim, no authorization for the leave is required. All other leaves of absence
26 without pay are administered as follows:

27 **A.** An employee eligible for leave benefits may take a leave of absence without pay
28 for less than 30 days if authorized in writing by the employee's appointing authority. Leaves of

1 absence without pay taken for medical or family reasons are also governed by Section 7.10.

2 **B.** An employee eligible for leave benefits may take a leave of absence without pay
3 for more than 30 calendar days if authorized in writing by the employee's appointing authority.

4 Leaves of absence without pay taken for medical or family reasons are also governed by Section
5 7.10.

6 **C.** Leaves of absence without pay will be for periods not to exceed one year.
7 However, the Department of Human Resources Director/designee may, in special circumstances,
8 grant an extension beyond one year.

9 **D.** An employee who is on a leave of absence without pay will not accrue benefit time
10 or sick leave. An employee who is on a leave of absence without pay in excess of 30 days will not
11 accrue seniority while on leave. In addition, leaves of absence in excess of 30 days, except for family
12 or medical leave (Section 7.10), or military leave (Section 7.5) will result in the loss of paid health
13 and other insured benefits.

14 **E.** If a leave of absence without pay was granted to an employee for the purpose of
15 recovering health, the appointing authority will require the employee to submit a physician's
16 statement concerning the employee's ability to resume duties before allowing the employee to return
17 to work.

18 **F.** An employee who is on a leave of absence without pay may return from the leave
19 before its expiration date if the employee provides the appointing authority with a written request to
20 that effect at least 15 days before resuming duties.

21 **G.** Failure to return to work by the expiration date of a leave of absence may be cause
22 for removal and result in termination of the employee from County service.

23 **H.** A leave of absence without pay may be revoked by the appointing authority if the
24 appointing authority learns that the leave of absence was requested and granted under false pretenses,
25 or that the need for such leave of absence has ceased to exist.

26 **I.** When a leave of absence without pay is used in conjunction with paid leave time,
27 the paid leave time must be used first.

28 **J.** Employees who wish to complete educational programs may request a leave of

1 absence without pay for this purpose.

2 **7.5 Military Leave of Absence.** An employee who is a member of the Washington National
3 Guard or any organized reserve of the Armed Forces of the United States who is ordered to be on
4 active training duty shall be allowed military leave in accordance with state and federal law. In
5 accordance with state law, such employees who are ordered to be on active training duty shall be
6 allowed up to 21 work days of paid military leave per year (October 1st - September 30th). The
7 employee must present orders for active duty or training duty to his or her section manager prior to
8 taking leave. The employee may receive military leave for weekend reservist duty.

9 **7.6 Military Pay & Benefits Continuation.** If an employee is called to involuntary active
10 duty, she/he may be eligible for health benefit continuation and pay supplementation in accordance
11 with County policy at the time the individual is called to active duty.

12 **7.7 Jury Duty.** If an employee eligible for leave is called for jury duty, then the employee
13 will be entitled to regular pay for all workdays that the employee misses due to jury duty. The
14 employee should deposit his or her jury duty fees, excluding mileage, with the Finance and Business
15 Operations Division of the Department of Executive Services. Employees must contact their
16 supervisor when dismissed from jury duty during regularly scheduled working hours and may be
17 required to report back to work.

18 **7.8 Volunteer Leave.** An employee may use up to three days of sick leave per year for
19 volunteering at the employee's children's school or to a charitable organization on the approved list
20 for the Employee Giving Program. The employee must obtain approval in advance from the
21 employee's appointing authority.

22
23 **7.9 Bereavement Leave.** Employees eligible for leave benefits shall be granted up to five days,
24 maximum 40 hours (pro-rata for part-time as described in Section 15.2) bereavement leave per
25 qualifying death of a member of the employee's immediate family.

26 A. Immediate family shall be defined as the employee's spouse or domestic partner,
27 and the parent, grandparent, child, son or daughter-in law, grandchild, sibling of the employee,
28 employee's spouse or the employee's domestic partner, or an employee's legal guardian, ward or any

1 person over whom the employee has legal custody.

2 **B.** Employees who are not eligible for paid leaves may be granted leave without pay,
3 or may be allowed to use compensatory time, if available, for bereavement leave.

4 **C.** When a holiday designated in Section 6.10 or regular day off falls during the leave,
5 it shall not be charged as bereavement leave.

6 **D.** Any additional paid leave may be approved by mutual agreement between the
7 County and the employee.

8 **7.10 Family and Medical Leave**

9 **A. Federal Family and Medical Leave Act**

10 **1.** As provided for in the Federal Family and Medical Leave Act (FMLA) of
11 1993, an eligible employee may take up to 12 weeks of paid or unpaid leave in a single 12 month
12 period for the employee's own qualifying serious health condition that makes the employee unable to
13 perform their job, to care for the employee's spouse, child, or parent who has a qualifying serious
14 health condition, to bond with a newborn child, adoption or foster care placement (leave must be
15 taken within one year of the child's birth or placement), or for qualifying exigencies related to the
16 foreign deployment of a military member who is the employee's spouse, child or parent. An eligible
17 employee who is a covered service member's spouse, child, parent, or next of kin may take up to 26
18 weeks of paid or unpaid FMLA leave in a single 12 month period to care for the service member with
19 a serious injury or illness.

20 **2.** The leave may be continuous or intermittent, when medically necessary.
21 Intermittent and/or reduced schedule leave to care for a newborn or newly placed adopted or foster
22 care child may only be taken when approved.

23 **3.** In order to be eligible for FMLA, an employee must have been employed
24 by the County for at least 12 months and have worked at least 1,250 hours in the 12 month period
25 prior to the commencement of leave.

26 **B. King County Family and Medical Leave**

27 **1.** As provided by King County Code, an eligible employee may take up to 18
28 weeks of paid or unpaid King County Family and Medical Leave (KCFML) in a single 12 month

1 period for the employee's own qualifying serious health condition, to care for an eligible family
 2 member who has a qualifying serious health condition, to bond with a newborn child, adopted child
 3 or foster care placement (leave must be taken within one year of the child's birth or placement), and
 4 for any qualifying reason under the FMLA, Washington State Family Leave Act, or other family and
 5 medical leaves available under federal or state law.

6 2. The leave may be continuous or intermittent, when medically necessary.
 7 Intermittent and/or reduced schedule leave to care for a newborn or newly placed adopted or foster
 8 care child may only be taken when approved. KCFML shall run concurrently with other federal,
 9 state and county leaves to the extent allowed, including but not limited to the Federal Family and
 10 Medical Leave Act, Washington State Family Leave Act, and the Washington State Family Care Act.

11 3. In order to be eligible for KCFML, an employee must have been employed
 12 by King County for at least 12 months and have worked at least 1,040 hours in the preceding 12
 13 month period for a 40 week employee or 910 hours in the preceding 12 month period for a 35 hour
 14 week employee.

15 4. An employee who returns from KCFML within the time provided under
 16 this article is entitled to the same position she/he occupied when the leave commenced or a position
 17 with equivalent pay, benefits and conditions of employment.

18 C. Failure of an employee to return to work by the end of the scheduled leave
 19 provided under this section may be cause for termination of the employee from County service.

20 7.11 To the extent that the Washington State Family Care Act provides a greater benefit than
 21 the provisions of this Agreement, the Washington State law will apply.

22 7.12 **Executive Leave.** Employees covered by this Agreement who are employed in a bona
 23 fide executive, administrative or professional capacity and are in turn exempt from overtime
 24 payments under the Federal Fair Labor Standards Act will be eligible for up to ten days of Executive
 25 Leave per year pursuant to County policy and are expected to work the hours necessary to
 26 satisfactorily perform their jobs; provided, however, all such employees will receive a minimum
 27 amount of Executive Leave per year, as follows:

28 A. Employees in an exempt position on January 1st of each year will receive three

1 days of Executive Leave per year, granted on January 1st.

2 **B.** Employees hired, transferred or promoted from a FLSA non-exempt position into
3 an FLSA exempt position during the course of the calendar year shall be entitled to a minimum
4 amount of Executive Leave, granted upon placement in the exempt position, according to the
5 following schedule:

- 6 1. Before April 30th: Three days;
- 7 2. Between May 1 and August 31: Two days;
- 8 3. September 1st or after: One day.

9 **C.** FLSA non-exempt employees assigned to special duty in an FLSA exempt
10 position for a period of six months or longer will be entitled to one day of executive leave for each
11 four months of assignment duration during a calendar year; provided, that the employee must serve a
12 full 30 days in the assignment for the month to be counted. Executive leave in such case will be
13 granted at the beginning of the assignment based upon the expected duration, and increased as
14 necessary if the original assignment is extended.

15 **7.13 Administrative Leave With Pay.** If the department director determines that
16 circumstances exist that make the immediate removal of an employee from the workplace to be in the
17 best interests of the county, an employee may be placed on administrative leave with pay for up to 30
18 calendar days. Such leave is not disciplinary, and is not subject to appeal. If the need for
19 administrative leave exceeds 30 calendar days, the department director must receive approval from
20 the Department of Human Resources Director for an extension. All extension requests and approvals
21 must be in writing prior to the end of the approved period. The Department of Human Resources
22 Director may grant an extension for an additional 30 calendar days (60 days total). The County
23 Administrative Officer must approve any further extensions of administrative leave with pay.
24 Administrative leave with pay will not normally exceed 90 calendar days.

25 **7.14 Paid Parental Leave:** Paid Parental Leave supplements an employee's accrued paid
26 leaves to provide up to a total of 12 weeks of paid leave for a parent to bond with a new child.

27 **A. Benefit Amount.** An employee's supplemental leave benefit is calculated based
28 on the employee's accrued leave balances at the time of the birth, adoption, or foster-to-adopt

1 placement (“qualifying event”). The employee will receive the equivalent of his or her full salary for
2 up to a total of 12 weeks, when combined with the employee’s accrued leave (except for one week of
3 sick leave and one week of vacation leave, or the equivalent for Benefit Time). The employee is
4 permitted to use the supplemental leave first. Additionally, the employee may choose to take less
5 than 12 weeks of leave. Paid Parental Leave is not subject to cash out. An employee who does not
6 return to work for at least six months of continuous service following the leave, will be required to
7 reimburse the County for the supplemental leave funds received.

8 **B. Eligibility.** The benefit is available to all leave eligible employees who have been
9 employed with the County for at least six months of continuous service at the time of the qualifying
10 event. If both parents work for the County, then each employee is entitled to up to 12 weeks of Paid
11 Parental Leave.

12 **C. Benefit Period.** Paid Parental Leave must be used within 12 months of the
13 qualifying event. An employee may use Paid Parental Leave on an intermittent or part-time basis, as
14 long as it is consistent with the department’s operational needs, and it is approved in writing by the
15 employee’s supervisor prior to the leave.

16 **D. Concurrency.** Paid Parental Leave will run concurrently with the County’s family
17 and medical leave, as well as federal and state family and medical leave laws, to the fullest extent
18 permitted by law.

19 **E. Job Protection.** Paid Parental Leave is protected leave. Barring required budget
20 cuts or layoffs, an employee’s job cannot be eliminated while the employee is on leave. Further, no
21 retaliatory action may be taken against an employee for participating or planning to participate in the
22 program.

23 **F. Health and Leave Benefits.** The employee will continue to receive all health
24 benefits and shall continue to accrue vacation and sick leave during the period of Paid Parental
25 Leave. For purposes of overtime calculations, Paid Parental Leave shall be considered the equivalent
26 of sick leave.

27 **G. Relationship to Washington State Paid Family and Medical Leave.** Provisions
28 of the County’s current Paid Parental Leave program may change effective January 1, 2020, or

1 thereafter, due to the County's implementation of the new Washington State Paid Family and
 2 Medical Leave program.

3 **7.15 Additional Leave.** If state or federal law provides additional leave benefits that an
 4 employee is entitled to by the terms of such laws, the employee shall be entitled to take those leaves
 5 as well.

6 **ARTICLE 8: HOURS OF WORK AND OVERTIME**

7 **8.1 Regular Schedule.** Regular work shifts for full-time employees are eight hours per day
 8 (exclusive of the meal period) for five days per week, with Saturday and Sunday generally the days
 9 off. FLSA exempt employees are required to work the hours needed to perform their duties and will
 10 receive their normal rate of pay for the workweek regardless of whether they are on a standard or
 11 alternative work schedule.

12 **Alternative Work Schedules.** A full-time employee may request, a four day, 40 hour work
 13 week, a nine day, 80 hour bi-weekly work schedule, or other alternative schedule in order to support
 14 the County Commute Trip Reduction program. Employees will submit written requests for
 15 alternative work schedule approval to the section manager/designee. Requests will be evaluated and
 16 approved or denied relative to the business needs of the organization, and must be reviewed at least
 17 annually. In administering any such alternative work schedule, the following working conditions
 18 shall prevail:

19 A. Employee participation shall be on a voluntary basis unless the section manager
 20 determines that an alternative schedule is essential to the business needs of the organization. The
 21 establishment of and approval for alternative work schedule is vested solely within the purview of the
 22 County and may be changed from time to time. Such changes will normally require at least a two
 23 week notice to the employee.

24 B. Section 6.10 sets forth terms regarding holidays and alternate work schedules.

25 C. If multiple employees in a work group desire an alternative work schedule with the
 26 same days off, the County may, upon written notice to TEA, subject requests for alternative
 27 schedules to a bidding process, with priority given to employees in order of decreasing seniority.

28 D. Employees who currently work on an alternative work schedule shall be permitted

1 to retain that work schedule, subject to the management approval requirements in Section 8.1.A.

2 **8.2 Overtime.**

3 A. Except as otherwise provided in this Article, FLSA non-exempt employees shall
4 be paid at an overtime rate of time and one-half their regular rate of pay for all hours compensated in
5 excess of 40 hours per week.

6 B. Overtime work shall require the prior approval of the employee's section
7 manager/designee.

8 C. Benefit Time and worked hours on a holiday (which are paid at time and one-half
9 the regular rate) shall not be combined to equal greater than the employee's normally scheduled
10 workday for the purposes of determining compensated hours in the workweek for overtime purposes.

11 **8.3 Compensatory Time.** A FLSA non-exempt employee may request, and with approval of
12 the section manager, may receive time off in lieu of overtime pay. Such time shall be earned on a
13 time and one-half basis as provided under this article. In accordance with the law the employee must
14 initiate all requests for compensatory time off in lieu of overtime pay, and compensatory time
15 accumulations will be governed by County policy. Any unused compensatory time will be cashed
16 out on the last payroll of the year.

17 **8.4 Benefits for Employees Held Over.** Employees asked to work beyond their normally
18 scheduled shift may use a County telephone to notify home when travel plans have changed.
19 Employees working two consecutive hours of unscheduled overtime immediately following the
20 employee's regularly scheduled workday will be eligible to receive a meal expense reimbursement up
21 to six dollars. This provision only applies when employees are not informed of the need for overtime
22 in advance of the start of their shift. Employees must submit meal receipts to their supervisor to
23 receive reimbursement.

24 **8.5 Call Back.** A FLSA non-exempt employee covered by this Agreement who is not on
25 standby and is called to duty after completion of his/her regular shift or workweek, not contiguous
26 with the employee's next regular shift shall be granted a minimum of four hours pay at the time and
27 one-half rate of pay. Paid status will begin upon arrival at the work location, and will terminate at the
28 completion of required work. In the event this overtime work is accomplished prior to the normal

1 working hours and the employee subsequently works his/her regular shift, pay for the regular shift
2 shall be at the employee's straight time rate.

3 **8.6 Definition of Call Back.** A Call Back shall be defined as a circumstance where an FLSA
4 non-exempt employee has left the work premises at the completion of his/her regular work shift and
5 is required to report to duty prior to the start of his or her next regularly scheduled work shift. An
6 employee who is called back to report to work before the commencement of his or her regular work
7 shift shall be compensated in accordance with the Call Back provisions under Section 8.5. An
8 individual on standby pay is not eligible for call back pay.

9 **8.7 Telecommuting.** TEA and the County mutually recognize the importance of regularly
10 reporting to the assigned work site for the purposes of accomplishing work, however, consistent with
11 past practice, an employee may occasionally request, and a supervisor may occasionally approve, an
12 alternative telecommuting work schedule for a limited period of time for the purpose of
13 accommodating and balancing the individual needs of an employee and the business needs of the
14 organization. Additionally, employees are covered by the King County Telecommuting Policy (PER
15 18-4 (AEP)), and any amendments thereto.

16 **8.8 Home Free Guarantee.** The County will operate a program to provide employees with a
17 free ride home, by taxi, if on a given day the employee has commuted to work by bus, carpool,
18 vanpool, bike or walking on the day of the trip and has an emergency that day which requires the
19 employee to leave work at other than the employee's regularly scheduled quit time. Determination of
20 what constitutes a qualified emergency will be made at each worksite by the employee designated by
21 the County. Employees can exercise their home free guarantee a maximum of eight times per
22 calendar year.

23 **ARTICLE 9: LAYOFF, RECALL AND TRANSFER**

24 **9.1 Layoff.** In the event of a reduction in force due to lack of work or lack of funds, layoffs
25 will be conducted at the division level. The WTD director/designee will provide written notification
26 to the individual(s) whose position(s) is/are being eliminated. Prior to instituting layoff
27 notification(s), all temporary, term-limited-temporary (TLT) and probationary employees within the
28 skill area affected by the primary layoff (e.g. structural, mechanical, electrical, etc.) shall be released;

1 provided, however, that WTD may retain a limited number of TLT employees during layoffs when
 2 there exists a legitimate business need to do so (e.g., the TLT is working on a project which is
 3 expected to be completed within four months of the date the layoff takes effect, the TLT possesses or
 4 the project requires unique skills and/or experience within the broader skill area, the project involves
 5 extensive communication and relationship with community members, etc.).

6 **9.2 Bumping.** A regular career service employee who has completed a probationary period
 7 so notified may accept layoff or elect to bump an employee with less seniority covered by this
 8 Agreement, as provided within this section; provided, however, that a TLT employee who has been
 9 retained through layoff pursuant to Section 9.1 shall not be bumped. An employee will have five
 10 work days from the time of written notification of layoff to provide written response to the County of
 11 his/her intent to exercise his/her bumping rights. An employee will forfeit his/her bumping rights if
 12 his/her written response is not submitted within five days or the County has not accepted a late filing
 13 of the response. The County will, if it determines that there are warranting circumstances, accept a
 14 late filed response from an employee. Late response from those employees who could not be notified
 15 of a reduction in force due to leave, absence, or long-term vacation, etc., will be accepted.

16 Should the County accept the late filing, the resultant adversely affected employee(s) may not
 17 grieve such decision. Also, such acceptance of a late filing will not result in the re-administration of
 18 the bumping process.

19 An employee notified of layoff and each subsequently displaced employee may select any one
 20 of the following alternatives rather than accepting layoff:

21 A. Bump within the WTD to displace the least senior employee in his/her same
 22 classification for which she/he is qualified;

23 B. Bump the least senior employee within the WTD in a lower paying classification
 24 in his/her same classification series for which she/he is qualified;

25 C. Bump the least senior employee within the WTD in a lower paying classification
 26 outside of his/her current classification series that she/he has previously served a probationary period
 27 or had probation waived by the County and for which she/he is qualified;

28 D. Bump the least senior employee within the WTD in a lateral classification (one

1 that has the same top rate of pay) for which she/he is qualified and has previously served a
2 probationary period or had probation waived by the County.

3 **9.3 Transfer.** In lieu of laying off a career service employee, the director of the Department
4 of Executive Services/designee may reassign such employee to a comparable, vacant position, when
5 the director determines such reassignment to be in the best interest of the County.

6 **9.4 Recall Rights.** A career service employee who is laid off will have recall rights to
7 his/her previous position for two years from the date of layoff. An employee retains his/her recall
8 rights if she/he accepts a lesser position with the County. An employee who is laid off shall forfeit
9 his/her recall rights if he/she refuses a recall to a comparable position.

10 **9.5 Notice of Recall.** A career service employee will have ten days from the date the notice
11 of recall is sent by certified mail in which to notify the County of whether she/he will accept the
12 position. The County will consider the employee's failure to notify the County within ten days of
13 refusal, however, if the County determines that there are warranting circumstances, it may accept a
14 late notice from an employee. Notices will be in writing. It is the employee's responsibility to keep
15 the County informed of his/her current address.

16 **9.6 Reinstatement.** A career service employee recalled within two years from the time of
17 layoff will have any forfeited sick leave accruals and seniority restored and adjusted for the period of
18 layoff, and benefit time accrual rate restored.

19 **ARTICLE 10: DISCIPLINE**

20 **10.1 Just Cause Standard.** No career service employee shall be disciplined or discharged
21 except for just cause. Probationary and temporary employees are employed at will and may be
22 disciplined and discharged at any time by the County. Probationary and temporary employees may
23 not grieve or in any way appeal discipline or discharge under this Agreement.

24 Term-limited temporary ("TLT") employees are not subject to the just cause requirement but
25 will be granted due process as defined in this section. Before being disciplined or discharged, except
26 where the action is taken for budgetary or operational reasons, TLTs shall be provided a due process
27 review. Not less than two working days before the review, the employee shall be advised of the
28 intended action and shall be provided notice of the allegations and all documentation relating to the

1 allegations. TLTs shall be entitled to union representation at the review, which shall be held with the
2 decision-maker.

3 **10.2 Probationary Period for New employees.** New employees shall be subject to a six
4 month probationary period. Employees who have been assigned to a position as an acting or TLT
5 shall be provided credit for such time toward this period at the discretion of the appointing authority.
6 A probationary period may be extended beyond six months but no more than 12 months upon
7 agreement of the County, the employee, and TEA. A new employee shall receive a one-step pay
8 increase upon successful completion of the probationary period, unless the employee is already at the
9 top step (Step 10) of the wage range.

10 **10.3 Trial Service Period upon Promotion, Reclassification, Transfer or Demotion.**

11 Career Service bargaining unit employees promoted, reclassified or transferred to a new
12 position in the bargaining unit shall be subject to a six month trial service period in the new position.
13 Employees who have been performing the work of the new position in an acting capacity, or as the
14 result of a reclassification, may be provided credit for such time toward this period at the discretion
15 of the appointing authority. An employee successfully completing a trial service period may be
16 eligible for a one step pay increase at the discretion of the hiring authority.

17 An employee who does not successfully complete the trial service period in a position to
18 which the employee has been promoted, transferred or reclassified may be restored to the employee's
19 former position, former salary, and all other benefits to which the employee would have been entitled
20 if the promotion, transfer or reclassification had not occurred. Provided further, there are no
21 reversion rights if discharged for cause. Reversion will occur if the former position is still vacant
22 (has not been offered and accepted by an applicant), and the position still exists. If the former
23 position is unavailable, the individual will be offered any vacant WTD TEA represented position for
24 which they are qualified. If they accept a lower range position, they will have recall rights to the next
25 available position of the range they had at the time of the initial transfer for a period of up to two
26 years. If no vacancy exists, the employee shall be separated from employment and shall be eligible
27 for recall to any of the positions specified in this section for a period of up to two years. If they
28 refuse to accept a position of equal range and similar duties (to the position initially vacated) for

1 which they are qualified, they will be discharged without recall rights. An employee not successfully
 2 completing a trial service period upon voluntary or involuntary demotion will be separated from
 3 employment with no reversion or recall rights.

4 **10.4 Disciplinary Action.** Disciplinary action may include but not be limited to a written
 5 reprimand, suspension without pay, involuntary demotion, withholding of a step increase, reduction
 6 of a pay step, and discharge. The type and level of disciplinary action issued will be determined by
 7 the County based on the nature and severity of the behavior and/or performance deficiency that led to
 8 the disciplinary action. The suspension without pay of an employee who is exempt under the Fair
 9 Labor Standards Act may only be in full week increments unless the infraction is for the violation of
 10 a major safety rule. Counseling whether verbal or written, is not considered discipline and is not
 11 subject to the grievance procedure of this Agreement.

12 **A. Verbal and Written Counseling.** Instances of prior counseling shall not be used
 13 as a resolved disciplinary action for purposes of future disciplinary actions. However, instances of
 14 prior counseling may be used as prior notice to the employee and may be taken into account
 15 accordingly for subsequent disciplinary actions. Additionally, employees may provide a written
 16 response to any counseling maintained in the employee's personnel file, and said response shall be
 17 maintained in the employee's personnel file as well.

18 **10.5 Cause for Disciplinary Action.**

19 An employee may be disciplined for any of the following causes, or for any other justifiable
 20 cause:

- 21 • Dishonesty, including but not limited to dishonesty in securing appointment
- 22 • Gross misconduct
- 23 • Incompetence
- 24 • Inefficiency
- 25 • Unauthorized absence, including patterns of continual tardiness
- 26 • Neglect of duty
- 27 • Insubordination
- 28 • Consumption of or being under the influence of alcohol or other drugs while on

1 duty

- 2 • Conviction of a crime
- 3 • Disorderly conduct while on duty
- 4 • Negligent, reckless or knowing damage to or waste of public property
- 5 • Violation of any of the provisions of applicable federal or state law relating to
- 6 political activities
- 7 • Negligent, reckless or knowing violation of any of the provisions of the personnel
- 8 guidelines or this Agreement.
- 9 • Violation of any lawful order, directive, or policy of a superior, including but not
- 10 limited to the Executive, department directors and division managers, or a violation
- 11 of the Employee Code of Ethics.

12 **ARTICLE 11: CONFLICT RESOLUTION**

13 The County and TEA commit to addressing and resolving issues in a fair and responsible

14 manner and to use conflict resolution methods when appropriate. The County and TEA's relationship

15 depends on mutual respect and trust built upon the ability to recognize the individual employee's

16 value to the County and the employee's investment in the County. Early and informal resolution of

17 disagreements and workplace problems will enhance the productivity and quality of the workplace. It

18 shall be a goal of the County and TEA employees to enter the dispute resolution process before a

19 problem arises to the level of a disciplinary matter or grievance. The steps TEA recommends in

20 conflict resolution are awareness, acceptance, and action, using pre-designated colleagues in the roles

21 of natural facilitators to teach, lead and coach. Under no circumstances shall the initiation of the

22 conflict resolution procedure serve to waive any of the timelines set forth in the Grievance Procedure

23 provisions set forth in Article 12 below, unless by mutual agreement of TEA and the County.

24 **ARTICLE 12: GRIEVANCE PROCEDURE**

25 **12.1 Nature of the Procedure.** Any dispute between the County and TEA or between the

26 County and any employee covered by this Agreement concerning the interpretation, application,

27 claim of breach or violation of the express terms of this Agreement shall be deemed a grievance.

28 Every effort will be made to settle grievances at the lowest possible level of supervision with

1 the understanding grievances will be filed at the step in which there is authority to adjudicate,
2 provided the immediate supervisor is notified. Employees will be unimpeded and free from restraint,
3 interference, coercion, discrimination, or reprisal in seeking adjudication of their grievance. The
4 conflict resolution procedure described in Article 11 of this agreement is also an encouraged method
5 for resolving problems.

6 Grievances shall be heard during normal County working hours unless stipulated otherwise by
7 the parties. Employees involved in such grievance meetings during their normal County working
8 hours shall be allowed to do so without suffering a loss in pay.

9 Any time limits stipulated in the grievance procedure may be extended for stated periods of
10 time by the appropriate parties by mutual agreement in writing.

11 **12.2 Grievance Steps.** A grievance in the interest of a majority of the employees in a
12 bargaining unit shall be reduced to writing by TEA and may, at its discretion be introduced at Step 2
13 of the grievance procedure and be processed within 21 calendar days of the alleged violation or
14 knowledge of the alleged violation.

15 A grievance shall be processed in accordance with the following procedure:

16 **Step 1:** A grievance shall be submitted in writing by TEA or the employee within 21
17 calendar days of the alleged contract violation or within 21 calendar days of knowledge of the alleged
18 violation to the grieving employee's immediate supervisor. The grievance shall include a description
19 of the incident, identification of the provisions of the Agreement that apply (subject to refinement),
20 the remedy sought, and the date the incident occurred. The immediate supervisor should arrange a
21 meeting with TEA to resolve the grievance. The employee may elect to attend. The parties agree to
22 make every effort to settle the grievance at this stage promptly. The immediate supervisor(s) shall
23 answer the grievance in writing within 14 calendar days of receiving the written grievance.

24 **Step 2:** If the grievance is not resolved as provided in Step 1 above, it shall be forwarded in
25 writing to the section manager within ten calendar days of the Step 1 written response. The manager
26 shall convene a meeting with TEA within ten calendar days after receipt of the grievance. The
27 meeting shall include the aggrieved employee (at their option). The manager must reply in writing to
28 TEA within ten calendar days after the grievance meeting. The manager will consult with WTD HR

1 and the King County Office of Labor Relations and provide copies of all written grievances and
 2 responses to the WTD HR and the King County Office of Labor Relations. If the grievance is not
 3 pursued to the next higher level within ten calendar days of the issuance of the Step 2 decision (or the
 4 date the decision is due) it shall be presumed resolved.

5 **Step 3.** If the grievance is not resolved as provided in Step 2 above, it shall be forwarded in
 6 writing to the King County Office of Labor Relations Director/designee within ten calendar days of
 7 the Step 2 written response (or the date the response was due). The grievance statement must include
 8 a brief description of the events that are the basis of the grievance, the provisions of this Agreement
 9 that the employee believes have been violated, and the requested remedy. All requested letters,
 10 memoranda and other written materials previously considered at Step 1 and 2 shall be made available
 11 for the review and consideration of the Labor Relations Director/designee. He/she shall make his/her
 12 written decision available within 20 calendar days of receipt of the grievance; copies will be provided
 13 to the employee, the TEA representative, and the employee's division director/designee, WTD HR.
 14 If the grievance is not pursued to the next higher level within 30 calendar days of the issuance of the
 15 Step 3 decision (or the date the response was due) it shall be presumed resolved.

16 If the County and TEA have been unable to resolve the grievance, the TEA may request
 17 mediation or arbitration and will have 30 calendar days to formalize this request in writing to the
 18 Labor Relations Director/designee who will provide a copy to WTD HR.

19 **Step 4: Mediation** - If the parties mutually agree to mediation, the County and Association
 20 will have 30 calendar days from the mediation request date to schedule a mediation date. The County
 21 and the Association shall mutually agree upon a mediator. The decision reached in mediation shall
 22 be binding on the parties and, unless specifically agreed otherwise, not form a precedent with WTD
 23 for similar issues. If resolution is not reached in mediation, issues may be referred to arbitration, if it
 24 concerns the proper application or interpretation of the agreement.

25 The County and the Association shall each bear the cost of its own presentation and shall bear
 26 equally the fees and cost of the mediator.

27 The Association will have 30 calendar days from the conclusion of mediation to make a
 28 written request for arbitration to the King County Office of Labor Relations who will provide a copy

1 to WTD HR.

2 **Step 5: Arbitration** - If the grievance is not settled at Step 1, 2, 3 4, either of the parties to
3 this Agreement may submit the grievance to binding arbitration.

4 After the Demand for Arbitration is filed, the County and TEA will meet to select, by mutual
5 agreement, an arbitrator. If the parties are unable to arrive at an agreement, either party may petition
6 for a list of nine arbitrators from the Public Employment Relations Commission after which an
7 arbitrator shall be selected by the alternate striking of names, with the first strike to be determined by
8 the flip of a coin.

9 **12.3 Arbitrator's Authority.** In connection with any arbitration proceeding held pursuant to
10 this Agreement, it is understood as follows:

11 1. The arbitrator shall have no power to render a decision that will add to, subtract
12 from, alter, change, or modify the terms of this Agreement, and their power shall be limited to the
13 interpretation or application of the express terms of this Agreement, and all other matters shall be
14 excluded from arbitration.

15 2. The decision of the arbitrator shall be final, conclusive and binding upon the
16 County, TEA, and the employee involved.

17 3. The cost of the arbitrator shall be borne equally by the County and TEA, and each
18 party shall bear the cost of presenting its own case. Each party shall bear the cost of its own
19 attorney's fees regardless of the outcome of the arbitration.

20 4. The arbitrator's decision shall be made in writing and shall be issued to the parties
21 within 30 days after the case is submitted to the arbitrator.

22 **ARTICLE 13: NON-DISCRIMINATION**

23 The County or the Association shall not unlawfully discriminate against any employee with
24 respect to compensation, terms, conditions or privileges of employment because of race, color, creed,
25 religion, national origin, age, sex, sexual orientation, marital status, physical, mental or sensory
26 disability, or union activities. Employees may process a grievance dealing with unlawful
27 discrimination to Step 3 of the grievance procedure as described in Article 12. Failing to reach a
28 settlement, employees may take the issues under this Article to the appropriate agency for

1 adjudication.

2 **ARTICLE 14: WORK STOPPAGES AND EMPLOYER PROTECTION**

3 **14.1 No Work Stoppages.** The County and the Association agree that the public interest
4 requires efficient and uninterrupted performance of County services and to this end pledge their best
5 efforts to avoid or eliminate any conduct contrary to this objective. Specifically, the Association
6 shall not cause or condone any work stoppage, including any strike, slowdown, or refusal to perform
7 any customarily assigned duties, sick leave absence which is not bona fide, or other interference with
8 County functions by employees under this Agreement and, should same occur, the Association agrees
9 to take appropriate steps to end such interference. Any concerted action by employees shall be
10 deemed a work stoppage if any of the above activities occurs.

11 **14.2 Association's Responsibilities.** Upon notification in writing by the County to the
12 Association that any of its members are engaged in such work stoppage, the Association shall direct
13 each of its members to cease such stoppage and provide the County with a copy of such order. In
14 addition, if requested by the County, a responsible official of the Association shall publicly order
15 such employees to cease engaging in such a work stoppage.

16 **ARTICLE 15: PART-TIME AND TEMPORARY EMPLOYMENT**

17 **15.1 Part-Time Employees.** The section manager/designee may approve an employee's
18 request for a part-time schedule. Such approval is conditional on the County's determination of its
19 business needs, and may be rescinded at any time due to changing business needs. The County shall
20 normally provide a part-time employee at least a two week notice of any necessary change to the
21 employee's part-time status.

22 All regular part-time employees scheduled for one-half time or more shall receive full medical
23 benefits and privileges and prorated leave benefits. For FLSA non-exempt employees, any hours
24 worked in excess of the part-time employee's approved schedule up to 40 hours per week shall be
25 paid at the straight time rate. Compensation for hours paid in excess of 40 hours per week for non-
26 exempt part-time employees shall be in accordance with Article 8.

27 **15.2 Part-time FLSA Exempt Employees.** Part-time regular employees are those
28 employees who work at least half-time but less than full-time in a calendar year. The following

1 applies to part-time regular employees who are in job classifications that have been designated as
 2 FLSA exempt:

3 • Part-time regular employees are treated for all purposes including compensation
 4 consistent with the FLSA designation of their job classification.

5 • Part-time regular FLSA exempt employees have their workload expectations and
 6 pay established relative to a full-time position.

7 • In accordance with the Executive Policy PER 8-1-2 (AEP), with approval of the
 8 DHR director, an employee who would otherwise be exempt from the FLSA may be compensated on
 9 an FLSA non-exempt basis when the department director determines that this method is in the best
 10 interests of the department.

11 • Part-time regular FLSA exempt positions may be approved by hiring authorities on
 12 the following bases, in which both the pay level and workload expectations are established relative to
 13 a full-time equivalent (FTE) position:

- 14 ▪ 0.5 FTE (20 hours per workweek)
- 15 ▪ 0.6 FTE (24 hours per workweek)
- 16 ▪ 0.75 FTE (30 hours per workweek)
- 17 ▪ 0.8 FTE (32 hours per workweek)
- 18 ▪ 0.9 FTE (36 hours per workweek)

19 **15.3 Temporary Employees.** Term-limited temporary employees who have served at least
 20 one year with WTD shall be eligible to compete as internal candidates for full-time career service
 21 positions represented by TEA. Term-limited temporary employees shall be eligible to request a part-
 22 time schedule in accordance with Section 15.1 above.

23 **ARTICLE 16: TIME, SPACE AND PROPERTY**

24 **16.1 Workplace Access.** TEA representatives may, after notifying the appropriate section
 25 manager in charge, visit the work location of employees covered by this Agreement at any reasonable
 26 time for the purpose of investigating grievances. Such representative shall limit his or her activities
 27 during such investigations to matters relating to this Agreement.

28 **16.2 Facilities.** County space and facilities may be used by the Association for the purposes

1 of administering the terms of this agreement so long as it does not interfere with the normal
2 operations of the work site.

3 **16.3 Release Time.** The County agrees to recognize up to eight employees appointed and
4 identified by TEA as representatives. When contract administration business is conducted during
5 working hours, these employees are responsible for coordinating in advance with their section
6 manager or designee so as to not negatively impact section workload. Contract administration
7 includes Weingarten hearings, formal and informal grievances, mediation hearings and other
8 meetings (excluding arbitrations), and similar contract related work with section managers and
9 division management. TEA meetings that do not include section managers or division management
10 will be conducted during non-working hours, meal periods or break periods. Release time for
11 contract negotiation sessions between the County and TEA will be limited to up to a total of four
12 persons for the two bargaining units.

13 **16.4 Bulletin Boards.** The County shall provide bulletin board space for the use of TEA in
14 areas accessible to the members of the bargaining units. Only recognized officers and staff
15 representatives of TEA will be entitled to post and remove TEA materials, and only materials
16 originating from and identified as official TEA documents with a TEA signature, logo, or appropriate
17 stamp may be posted on the TEA bulletin board space.

18 **16.5 Equipment Use.** The County recognizes that County business will include certain
19 activities relating to contract administration. Employees who are designated by TEA as
20 representatives may make limited use of County telephones, FAX machines, copiers and similar
21 equipment for the purpose of contract administration. As an example, a few copies made
22 occasionally would be limited use of the copier, not copies for the entire bargaining unit or sections
23 thereof. Similarly, use of the FAX, computer, and telephone would be on an occasional as needed
24 basis and not on a routine basis and not for communications broadcast to large numbers of
25 employees. In addition, such employee representatives may use the County electronic email system
26 for communications related to contract administration provided that the use is limited to use which is
27 brief in duration and accumulation, and which does not interfere with or impair the conduct of other
28 official County business.

1 **ARTICLE 17: SAVINGS CLAUSE**

2 Should any part hereof or any provision in this Agreement be rendered or declared invalid by
3 reason of any existing or subsequently enacted legislation or by any decree of a court of competent
4 jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the
5 remaining portions hereof; provided, however, upon such invalidation the parties agree to meet
6 within 30 calendar days and negotiate such parts or provisions affected. The remaining parts or
7 provisions of this Agreement shall remain in full force and effect.

8 **ARTICLE 18: WAGE RATES**

9 **18.1 Pay Ranges.** Pay ranges for each classification are set forth in Appendix A.

10 **18.2 General Wage Increases.**

11 A. The wage rate for 2017 shall be increased by 2.25%.

12 B. The wage rate for 2018 shall be increased by 2.88%.

13 C. The wage rate for 2019 shall be increased by 3.47%.

14 D. The wage rate for 2020 shall be increased by 3%.

15 **18.3 Normal Withholding.** All payments made pursuant to this Agreement shall be subject
16 to regular and legally required withholding; this will include deductions for purposes of the Public
17 Employment Retirement System (PERS). The County shall be responsible to the Department of
18 Retirement Systems (DRS) for payment of PERS contributions. Each individual shall be responsible
19 to the County for repayment of the employee's share of their PERS contribution. Each individual
20 shall have the PERS employee obligation deducted from any retroactive payment check.

21 **18.4 Implementation Schedule.** The County will implement any pay increases set forth in
22 this Agreement as soon as practicable and consistent with all applicable laws.

23 **18.5 Professional Registration and Certification Pay.**

24 **18.5.1 Introduction.** To encourage professional development and to ensure the
25 employment of qualified personnel in appropriate classifications, compensation for professional
26 licenses and certifications will be provided in accordance with this article. Such compensation shall
27 be paid to those employees who have obtained professional licenses and certifications or completed
28 further education or paid for memberships in organizations that are directly applicable to their

1 employment.

2 **18.5.2 Professional Licenses.** Employees who have one or more current
 3 Washington State professional licenses in the branches of Architect, Civil, Mechanical, Electrical,
 4 Chemical, Environmental, Sanitary, or Structural shall be paid \$50 dollars per month. If the
 5 professional license is directly applicable to their employment, they will receive an additional \$50
 6 dollars per month.

7 **18.5.3 Certifications and Professional Designations.**

8 A. Within the terms of this Agreement, certifications include the following:

- 9 • ACI American Concrete Institute Concrete Construction Special Inspector (CM
 Classification Only)
- 10 • AWS American Welding Society Certified Welding Inspector (CM Classification Only)
- 11 • IAEI International Association of Electrical Inspectors Master Electrical Inspector (CM
 Classification Only)
- 12 • Crane Institute of America Certified Overhead Crane Inspector Certificate (CM
 Classification Only)
- 13 • NACE National Association of Corrosion Engineers (CM Classification Only) or one of
 14 the following: Steel Structures Painting Council (SSPC), Protective Coating Inspector (PCI) or
 15 Concrete Coating Inspector (CCI) certifications. CCI and PCI are designations for special inspectors.
 16 • RCI Roof Consultant Institute Registered Roof Observer (RRO) or Registered Roof
 17 Consultant (RRC)
- 18 • Association of Energy Engineers (AEE) Certified Energy Managers (CEM)
- 19 • American Institute of Certified Planners
- 20 • CMI Construction Manager
- 21 • Certified Public Accountant
- 22 • Hazardous Waste Certification HAZWOPER (when required by the job)
- 23 • One of: International Right of Way Association-SR/WA, R/W-AC, EC, NAC, RAC,
 24 AMC (Real Property Agent, Environmental Programs Managing Supervisor, and
 25 WQPPM Classifications Only)
- 26 • One of: National Association of Independent Fee Appraisers-IFA, IFAS, IFAA, IFAC
 27 (Real Property Agent, Environmental Programs Managing Supervisor, and WQPPM
 28 Classifications Only)

- 1 • One of: Project Management Institute Certification (PMP, PMR)
- 2 • ICC Underground Storage Tank Installation/Retrofitting Certification
- 3 • Washington State Associate Brokers License (Real Property Agent, Environmental
4 Programs Managing Supervisor, and WQPPM Classifications Only)
- 5 • Washington State Bar Association
- 6 • Washington State Certified Real Estate Appraiser (Real Property Agent, Environmental
7 Programs Managing Supervisor, and WQPPM Classifications Only)
- 8 • One of: Journey Electrician or Master Electrician or Electrical Administrator (CM
9 Classification Only)
- 10 • One of: AHERA Asbestos Building Inspector or EPA Lead Inspector (CM Classification
11 Only)
- 12 • Wastewater Treatment Operator
- 13 • One of: SAVE International (AVS, VMP, CVS)
- 14 • One of: AACE International (CCCTM/CCETM, CCTTM, EVPTM, and PSPTM)
- 15 • Classical RCM or RCM 2 Facilitator
- 16 • Certified Maintenance and Reliability Professional (SMRP)
- 17 • Certified Professional in Erosion and Sediment Control
- 18 • Green Building Certification Institute (GBCI) LEED AP

19 **B.** During the term of this Agreement, additional certifications may be added
20 by mutual agreement of the parties to this Agreement.

21 **C.** All employees who have one or more valid certifications as described in
22 Section 18.5.3.A above in a discipline directly applicable to their employment, shall be paid an
23 additional \$50 dollars per month per certification up to a maximum of \$100 dollars per month.
24 Employees must provide at least bi-annual documentation of a certification to receive compensation,
25 or annually if certification requires annual renewal. Membership in an organization does not qualify
26 an employee for compensation.

27 **18.6 Professional Memberships, Licenses and Examination Reimbursements.**

28 Employees are encouraged to join professional organizations for the purpose of further
professional development. The employer recognizes the value of professional affiliation and agrees
to reimburse up to \$600 annually for approved individual professional memberships, licenses and/or

1 examinations that are related to the employee's position. An employee should discuss their desired
2 memberships with their supervisor and/or WTD HR to clarify whether it is an approved organization.
3 Organizations or associations that issue the certifications/designations noted in Section 18.5.3 are
4 approved, but as stated below, other restrictions may apply.

5 A. Employees may seek approval for reimbursement using the newly established
6 process (form submission to supervisor for routing and approval). An employee may belong to more
7 than one organization, but total reimbursements will not exceed the annual maximum, as stated
8 above.

9 In situations when multiple employees want to join the same organization, management may
10 approve an agency level membership or limit the number of individual memberships where benefits
11 can be shared among employees. Membership dues covering a period of greater than 12 months will
12 be prorated, but shall not exceed the annual cap.

13 B. Employees may seek reimbursement for professional exams that are relevant to the
14 employee's position and duties. Employees may only seek reimbursement for a particular exam once
15 during that year. The maximum reimbursement is limited to the amount stated above for any
16 combination of memberships and/or exams.

17 **18.7 Pay on Completing Probation.** Newly hired employees (i.e., not including
18 promotions or trial service situations) shall receive a one step increase upon satisfactory completion
19 of the probationary period.

20 **18.8 Pay on Promotion.** An employee who is promoted will be placed either in the first step
21 of the new salary range or at the step which is the equivalent of two steps (approximately five
22 percent) more than the employee's former salary step, whichever is greater, but not to exceed the top
23 step of the new range except as provided for below.

24 If the former salary step includes an above step-ten amount as a result of an incentive
25 increase, the employee's new salary is based upon the above step-ten amount, provided that if such
26 increase results in a salary that is above the top step of the new range (not to exceed five percent
27 above the top step) the salary will be reduced to the top step at the end of the merit period unless the
28 employee re-qualifies for an above-step-10 merit award.

1 When a promotion results from other than a reclassification, the appointing authority may
2 place the promoted employee at any higher step in the salary range when the department director
3 determines this action is warranted based on the criteria set forth in this Agreement and/or Personnel
4 Guidelines as applicable, provided funds are available in the agency.

5 **18.9 Advancement Through Pay Range.** Career service employees who are not on
6 probation shall advance through the applicable pay range at two step increments, up to step 10,
7 provided the employee does not receive an annual performance evaluation with an overall rating
8 below satisfactory. Advancement beyond the top of the pay range, or above-top-step merit pay, shall
9 be in accordance with Executive Branch Performance Appraisal and Merit Pay System Guidelines,
10 except where such sources conflict with this Agreement or with any established past practice between
11 the parties. A Merit Score of 4.25 will be considered "Outstanding" in accordance the with the
12 Executive Branch Performance Appraisal and Merit Pay System Guidelines and this Agreement.

13 Advancement through the new pay range for term-limited temporary employees shall be in
14 accordance with the County DHR August 2003 Term-Limited Temporary Procedures, except where
15 such sources conflict with this Agreement or with any established past practice between the parties.

16 **18.10 Standby Pay.** FLSA non-exempt employees assigned to standby duty with a pager or
17 phone will receive ten percent of their base wage rate for each hour that they are assigned to respond
18 to a call outside their normally scheduled work hours. To qualify for the payment, employees must
19 be in a condition ready and able to report to work while assigned to respond to the call. If the
20 employee reports to work, the employee will be paid at the regular rate and will not receive standby
21 pay during that time. FLSA exempt employees shall not be eligible for standby pay.

22 **18.11 Night Differential.** FLSA non-exempt employees assigned to projects that involve
23 night work (between the hours of 8 P.M. and 4 A.M.) and which have a project duration of two weeks
24 or longer, will be entitled to a shift premium of five percent of their regular rate of pay for each
25 scheduled hour worked between 8 pm and 4 am. FLSA exempt employees shall not be eligible for
26 night shift differential.

27 **ARTICLE 19: CONTRACTING OUT**

28 The County shall first consider TEA employees to perform all work, regardless of the size of

1 the contract, and shall not contract out work that is performed and consistent with work covered by
 2 members of the Association if the contracting of such work eliminates represented positions. In the
 3 case of circumstances that are beyond the control of the County that could not reasonably have been
 4 foreseen, and for projects that the County is not reasonably able to provide the necessary tools,
 5 employees, or equipment to perform work in a timely and cost effective manner, the County shall be
 6 allowed to enter into temporary contract arrangements. Prior to a layoff for lack of work, the County
 7 and the Association will enter into a dialogue with the objective of avoiding the layoff. The County
 8 will recall work assigned to consultants in order to avoid the layoff if, 1) the work can be done by
 9 TEA employees, and 2) the recall can be done in a manner that does not compromise quality,
 10 schedule and the overall business needs of the body of work or the project being recalled.

11 **ARTICLE 20: SAFETY STANDARDS**

12 The County and its employees value a safe working environment and recognize their mutual
 13 obligation to maintain safety standards. The County shall adopt and enforce a program in accordance
 14 with applicable state and federal laws and regulations. The County may create and enforce safety
 15 standards above those required by law, provided that nothing in this Article waives TEA's rights to
 16 collectively bargain. The County shall supply and maintain safety-related items and equipment as
 17 required by law or department or division policy or directive.

18 **20.1 Personal Protective Equipment (PPE)**

19 The County shall provide each employee with required PPE and replace same as needed. The
 20 County retains sole discretion to determine what constitutes required PPE for the employee's job
 21 assignment.

22 **20.2 Footwear**

23 The County agrees to provide safety footwear in accordance with division policies and
 24 procedures.

25 **ARTICLE 21: SPECIAL CONDITIONS**

26 **21.1 Authorized Leave Due to Inclement Weather or Safety Concerns.**

27 A. Administrative offices and operations of the County will remain open during
 28 inclement weather unless directed otherwise by the County Executive or respective department

1 director. Department directors should make every reasonable effort to contact the County Executive
2 or Deputy County Executive prior to closing a department, facility or office.

3 **B.** Where a department director officially closes operations in his/her department
4 because of adverse weather conditions, or orders employees to leave the premises because of safety
5 concerns, all non-essential employees who are scheduled to work will be paid for the normally
6 scheduled workday. This applies to affected overtime exempt as well as hourly employees.

7 1. Employees who previously requested and have been approved for time off
8 (e.g., benefit time or sick leave, compensatory time-off, leaves of absence) will have hours deducted
9 from their accruals as approved.

10 2. Temporary (other than provisional, probationary, and term-limited
11 temporary) and part-time employees will be paid for hours actually worked.

12 3. Essential employees who are scheduled to work but do not because of
13 adverse weather conditions may use accrued benefit time or comp time (FLSA non-exempt
14 employees), or accrued benefit time or executive leave (FLSA exempt employees), or the time will be
15 charged as leave-without-pay for the scheduled work day. A department director or designee shall
16 make the determination as to which employees are essential and, consequently, which employees are
17 required to report for work despite emergency conditions.

18 **C.** Where a department, office or facility remains open but weather conditions prevent
19 an employee from reporting to work, the following will apply:

20 1. The employee will notify his or her supervisor as soon as possible.

21 2. The employee may request, and the section manager/designee may approve,
22 the use of compensatory time, benefit time, or leave without pay to cover absences due to inclement
23 weather. Sick leave may not be used to cover absences due to inclement weather.

24 **21.2 Automobile Reimbursement.** No employee shall be required as a condition of
25 employment to provide a personal automobile for use on County business. Any use of a personal
26 automobile for County business shall be mutually agreed to by the County and the employee and
27 shall be reimbursed at the rate established by the Internal Revenue Service.

28 **21.3 Transit Passes.** All employees covered under this Agreement shall receive an annual

1 transit pass entitling the holder to ride without payment of fare on public transportation operated
 2 under the County's authority. In addition, such employees shall be entitled to use the transit pass to
 3 ride without payment of fare on public transportation services operated by or under the authority of
 4 Sound Transit, Pierce Transit, Kitsap Transit, and Community Transit, subject to agreements with
 5 such agencies as may be entered into by the County.

6 **21.4 Defense and Indemnification.** Whenever an employee is named as a defendant in a
 7 civil action arising out of the performance of the employee's duties and is acting within the scope of
 8 employment, the County shall, at the written request of the employee, furnish counsel (or, solely at
 9 the County's discretion, reimburse the employee the cost of their private counsel) to represent the
 10 employee to a final determination of the action, without cost to the employee, and indemnify the
 11 employee from any damages arising from such action or proceeding as consistent with the County
 12 Code, Chapter 2.21.

13 **ARTICLE 22: RETIREMENT**

14 All eligible employees shall be covered by the Public Employee Retirement System.

15 **ARTICLE 23: PERSONNEL ACTIONS**

16 **23.1 Job Postings.** The County and the Association agree to develop and maintain a
 17 promotional system that will allow employees to be promoted to job classifications within
 18 employees' own bargaining unit depending on their demonstrated skills, knowledge, and the
 19 availability of higher level work and funding. The benefits to the employees and the organization
 20 include the following:

- 21 • Increases efficiency and effectiveness by retaining trained and qualified employees
- 22 • Promotes a productive, high quality work environment
- 23 • Provides employees with career growth opportunities within WTD
- 24 • Enhances employee morale

25 The County and the Association have the following shared interests for filling vacancies of
 26 positions represented by the Association:

- 27 • Hiring the most qualified candidate to fill the position
- 28 • A quick and fair process

- Promoting from within

Management will determine staffing requirements based on an analysis of the business needs. When new positions are created or vacant positions are to be filled, employees represented by the Association will be notified via email. Employees shall complete and submit all requested application materials by the required application deadline.

Vacancies may be advertised simultaneously to the employees represented by the Association and those outside the Association in the interest of efficiency. Application materials will be reviewed to identify those bargaining unit candidates who meet the minimum qualifications of the positions based on the "qualifications" and "special necessary requirements" listed on the job bulletin. The highly qualified candidates are those who meet the "highly desirable" and/or "desirable" qualifications listed on the job bulletin. From this group, management will interview a minimum of three highly qualified candidates before considering outside candidates. If there are fewer than three highly qualified candidates represented by the Association, management may also consider the outside candidates. The most qualified candidate will be selected.

An employment list which has been created for one or more vacancies may be used multiple times within six months of its initial creation. Otherwise, a previous employment list may not be reused for future vacancies.

23.2 Work out of Classification

A. General. Employees are to be properly paid for their assigned body of work, except in the case of incidental assignment as described below. No employee may assume the duties of a higher paid position without formal assignment, except in a bona fide emergency. Employees are not entitled to classification changes or compensation for work that is not assigned.

B. Incidental Assignment. Nothing in this article shall limit the County from assigning an employee incidental work outside of the employee's current classification; such incidental work assignment shall not constitute the basis for an out-of-class assignment.

C. Special Duty Assignment. Employees may be assigned work out of their regular classification on a temporary basis by special duty assignment. Special duty assignments may be filled for no more than one year without a process that includes solicitation of interest and selection

1 based upon job-related criteria. Restrictions on the length of the assignment are governed by County
 2 policy and the Personnel Guidelines. If this assigned work is to a lower classification, the employee
 3 will receive his/her normal rate of pay. Compensation for such special duty assignment shall begin
 4 on the day identified in the written assignment.

5 **D. Pay on Special Duty**

6 **1.** Pay for a special duty assignment shall be to the first step of the pay range
 7 of the existing higher-level job classification or to a pay step in the existing higher classification that
 8 provides at least the equivalent of two steps (approximately five percent) increase over the
 9 employee's current rate of pay, whichever is greater.

10 **2.** Special duty compensation may not exceed the top step of the new range
 11 unless the employee was receiving above-Step-10 merit pay. In those instances, the pay may exceed
 12 the maximum of the new pay range by no more than five percent and shall continue only as long as
 13 the merit pay would have remained in effect.

14 **3.** When the special duty assignment is completed, the employee's pay shall
 15 revert to the pay rate the employee would have received if the employee had not been assigned to
 16 special duty. The employee shall not lose merit pay for job performance issues related specifically to
 17 the special duty assignment. However, job performance issues not related specifically to the special
 18 duty assignment (e.g. attendance, coworker relations, etc.) or disciplinary issues may affect eligibility
 19 for merit pay.

20 **4.** Special duty pay shall not be considered part of an employee's base pay rate
 21 for purposes of placement within a pay range as a result of promotion or reclassification.

22 **23.3 Accretion of duties and Reclassification.** Incidental assignments can have the
 23 cumulative effect of creating out-of-classification work by accretion when assigned work out of the
 24 employee's current classification becomes the preponderance of the work performed by the
 25 employee. Under these circumstances, employees may request the Human Resources
 26 Director/designee to review their job duties to determine if the duties and responsibilities performed
 27 by the employee are more accurately described in another, more appropriate, job classification.

28 **A. County Classification Review Procedure.** Employees will submit their request

1 for reclassification by completing a Position Description Questionnaire (PDQ) and forwarding it to
 2 the WTD HR Service Delivery Manager (SDM), who will forward it to the supervisor for review and
 3 comment. After the supervisor has reviewed and commented it will be submitted to the section
 4 manager and the division director before being returned to the WTD SDM for finalization. Once the
 5 PDQ has been finalized, it will be delivered to the County Human Resources Department for a
 6 classification analyst to review the request according to their policies and procedures and notify the
 7 employee of their findings when the review is completed.

8 **B. Effective Date.** The effective date of reclassification under this article will be 30
 9 days from the initial submission of a fully completed PDQ to WTD SDM, or the date of the
 10 completed supervisor review, whichever is less (incomplete PDQ's will not be considered as received
 11 if the WTD HR analyst returns the PDQ to the employee for further completion).

12 **C. Classification and Compensation.** Classification and compensation shall be in
 13 accordance with this Agreement. If a reclassification results in assignment to a higher paid
 14 classification, then the employee shall receive at least step one of the new pay range or two steps
 15 above the employee's current rate of pay, whichever is highest.

16 **D. Appeal.** The County and the Association agree that disputes relating to the
 17 classification of a position will be submitted to the director/designee of Human Resources
 18 Department for reconsideration. If the Association disagrees with the director's/designee's decision
 19 it may, within 30 days, submit the issue to a neutral third party. The neutral party will be selected in
 20 accordance with the grievance procedure in this Agreement. The decision of the neutral party shall
 21 be binding upon all parties. The classification issue (other than jurisdictional and pay-related) shall
 22 be presented to the neutral party and will not be subject to the King County Personnel Board or
 23 binding arbitration.

24 **ARTICLE 24: BENEFIT PLAN**

25 **24.1** The County presently participates in group medical, dental and life insurance programs.
 26 The County agrees to maintain the level of benefits as currently provided by these plans and pay
 27 premiums as currently practiced, during the life of this Agreement unless modified by the Joint Labor
 28 Management Insurance Committee (JLMIC).

1 24.2 The Union and County agree to incorporate changes to employee insurance benefits
2 which the County may implement as a result of the agreement of the JLMIC.

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cba Code: 459

APPENDIX A

Union Code: W3

Technical Employees' Association

Wastewater Treatment Division, Department of Natural Resources Parks, Supervisors and Staff

Supervisors

2017 - 2.25% Increase from 2016

Job Class Code	PeopleSoft Job Code	Classification Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
5401100	540202	Environmental Programs Managing Supervisor	73/74*	\$49.0021	\$51.3787	\$52.6118	\$53.8745	\$55.1675	\$56.4915	\$57.8473	\$59.2357	\$60.6574	\$62.1131
7119500	710402	Project Control Engineer Supervisor	73/74*	\$49.0021	\$51.3787	\$52.6118	\$53.8745	\$55.1675	\$56.4915	\$57.8473	\$59.2357	\$60.6574	\$62.1131
7160600	712802	Wastewater Capital Projects Managing Supervisor	74/75*	\$50.1782	\$52.6118	\$53.8745	\$55.1675	\$56.4915	\$57.8473	\$59.2357	\$60.6574	\$62.1131	\$63.6038
7117600	715602	Wastewater Construction Management VI	74/75*	\$50.1782	\$52.6118	\$53.8745	\$55.1675	\$56.4915	\$57.8473	\$59.2357	\$60.6574	\$62.1131	\$63.6038
7116600	714102	Wastewater Engineer Supervisor	74/75*	\$50.1782	\$52.6118	\$53.8745	\$55.1675	\$56.4915	\$57.8473	\$59.2357	\$60.6574	\$62.1131	\$63.6038
*Range increases are effective 2019.													

Supervisors

2018 - 2.88% Increase from 2017

Job Class Code	PeopleSoft Job Code	Classification Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
5401100	540202	Environmental Programs Managing Supervisor	73/74*	\$50.4134	\$52.8584	\$54.1270	\$55.4261	\$56.7563	\$58.1185	\$59.5133	\$60.9417	\$62.4043	\$63.9020
7119500	710402	Project Control Engineer Supervisor	73/74*	\$50.4134	\$52.8584	\$54.1270	\$55.4261	\$56.7563	\$58.1185	\$59.5133	\$60.9417	\$62.4043	\$63.9020
7160600	712802	Wastewater Capital Projects Managing Supervisor	74/75*	\$51.6233	\$54.1270	\$55.4261	\$56.7563	\$58.1185	\$59.5133	\$60.9417	\$62.4043	\$63.9020	\$65.4356
7117600	715602	Wastewater Construction Management VI	74/75*	\$51.6233	\$54.1270	\$55.4261	\$56.7563	\$58.1185	\$59.5133	\$60.9417	\$62.4043	\$63.9020	\$65.4356
7116600	714102	Wastewater Engineer Supervisor	74/75*	\$51.6233	\$54.1270	\$55.4261	\$56.7563	\$58.1185	\$59.5133	\$60.9417	\$62.4043	\$63.9020	\$65.4356
*Range increases are effective 2019.													

cba Code: 459

APPENDIX A

Union Code: W3

Technical Employees' Association

Wastewater Treatment Division, Department of Natural Resources Parks, Supervisors and Staff

Supervisors

2019 - 3.47% Increase from 2018

Job Class Code	PeopleSoft Job Code	Classification Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
5401100	540202	Environmental Programs Managing Supervisor	73/74*	\$53.4147	\$56.0052	\$57.3493	\$58.7258	\$60.1352	\$61.5785	\$63.0563	\$64.5697	\$66.1194	\$67.7063
7119500	710402	Project Control Engineer Supervisor	73/74*	\$53.4147	\$56.0052	\$57.3493	\$58.7258	\$60.1352	\$61.5785	\$63.0563	\$64.5697	\$66.1194	\$67.7063
7160600	712802	Wastewater Capital Projects Managing Supervisor	74/75*	\$54.6966	\$57.3493	\$58.7258	\$60.1352	\$61.5785	\$63.0563	\$64.5697	\$66.1194	\$67.7063	\$69.3312
7117600	715602	Wastewater Construction Management VI	74/75*	\$54.6966	\$57.3493	\$58.7258	\$60.1352	\$61.5785	\$63.0563	\$64.5697	\$66.1194	\$67.7063	\$69.3312
7116600	714102	Wastewater Engineer Supervisor	74/75*	\$54.6966	\$57.3493	\$58.7258	\$60.1352	\$61.5785	\$63.0563	\$64.5697	\$66.1194	\$67.7063	\$69.3312
*Range increases are effective 2019.													

Supervisors

2020 - 3.00% Increase from 2019

Job Class Code	PeopleSoft Job Code	Classification Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
5401100	540202	Environmental Programs Managing Supervisor	73/74*	\$55.0171	\$57.6854	\$59.0698	\$60.4876	\$61.9393	\$63.4259	\$64.9480	\$66.5068	\$68.1030	\$69.7375
7119500	710402	Project Control Engineer Supervisor	73/74*	\$55.0171	\$57.6854	\$59.0698	\$60.4876	\$61.9393	\$63.4259	\$64.9480	\$66.5068	\$68.1030	\$69.7375
7160600	712802	Wastewater Capital Projects Managing Supervisor	74/75*	\$56.3375	\$59.0698	\$60.4876	\$61.9393	\$63.4259	\$64.9480	\$66.5068	\$68.1030	\$69.7375	\$71.4111
7117600	715602	Wastewater Construction Management VI	74/75*	\$56.3375	\$59.0698	\$60.4876	\$61.9393	\$63.4259	\$64.9480	\$66.5068	\$68.1030	\$69.7375	\$71.4111
7116600	714102	Wastewater Engineer Supervisor	74/75*	\$56.3375	\$59.0698	\$60.4876	\$61.9393	\$63.4259	\$64.9480	\$66.5068	\$68.1030	\$69.7375	\$71.4111
*Range increases are effective 2019.													

APPENDIX A

Union Code: W4

cba Code: 459

Technical Employees' Association

Wastewater Treatment Division, Department of Natural Resources Parks, Supervisors and Staff

Staff

2017 - 2.25% Increase from 2016

Job Class Code	PeopleSoft Job Code	Classification Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
2810200	281307	Administrator II	56	\$32.7427	\$34.3307	\$35.1547	\$35.9983	\$36.8622	\$37.7469	\$38.6529	\$39.5806	\$40.5305	\$41.5032
2810300	281402	Administrator III	63	\$38.6558	\$40.5307	\$41.5034	\$42.4995	\$43.5194	\$44.5639	\$45.6335	\$46.7287	\$47.8501	\$48.9985
2131:00	214109	Business and Finance Officer I	53	\$30.4940	\$31.9730	\$32.7403	\$33.5261	\$34.3307	\$35.1547	\$35.9983	\$36.8622	\$37.7469	\$38.6529
2131200	214213	Business and Finance Officer II	58	\$34.3332	\$35.9983	\$36.8622	\$37.7469	\$38.6529	\$39.5806	\$40.5305	\$41.5032	\$42.4993	\$43.5192
2131300	214308	Business and Finance Officer III	62	\$37.7498	\$39.5807	\$40.5306	\$41.5033	\$42.4994	\$43.5193	\$44.5638	\$45.6334	\$46.7286	\$47.8500
2215100	223802	Contract Specialist I	56	\$32.7427	\$34.3307	\$35.1547	\$35.9983	\$36.8622	\$37.7469	\$38.6529	\$39.5806	\$40.5305	\$41.5032
2215200	223902	Contract Specialist II	61	\$36.8650	\$38.6530	\$39.5807	\$40.5306	\$41.5033	\$42.4994	\$43.5193	\$44.5638	\$45.6334	\$46.7286
4300100	431208	Customer Service Specialist I	32	\$18.5317	\$19.4305	\$19.8968	\$20.3743	\$20.8633	\$21.3640	\$21.8768	\$22.4019	\$22.9395	\$23.4900
4300200	431312	Customer Service Specialist II	36	\$20.3758	\$21.3640	\$21.8768	\$22.4019	\$22.9395	\$23.4900	\$24.0538	\$24.6311	\$25.2222	\$25.8275
7118100	716002	Designer I	43	\$24.0554	\$25.2221	\$25.8274	\$26.4473	\$27.0820	\$27.7320	\$28.3976	\$29.0791	\$29.7769	\$30.4916
7118200	716102	Designer II	47	\$26.4493	\$27.7321	\$28.3977	\$29.0792	\$29.7770	\$30.4917	\$31.2235	\$31.9729	\$32.7402	\$33.5260
7118300	716202	Designer III	52	\$29.7793	\$31.2236	\$31.9730	\$32.7403	\$33.5261	\$34.3307	\$35.1547	\$35.9983	\$36.8622	\$37.7469
7118400	716303	Designer IV	55	\$31.9753	\$33.5261	\$34.3307	\$35.1547	\$35.9983	\$36.8622	\$37.7469	\$38.6529	\$39.5806	\$40.5305
7118500	716402	Designer V	59	\$35.1572	\$36.8624	\$37.7470	\$38.6530	\$39.5807	\$40.5306	\$41.5033	\$42.4994	\$43.5193	\$44.5638
7118600	716502	Designer VI	63	\$38.6558	\$40.5307	\$41.5034	\$42.4995	\$43.5194	\$44.5639	\$45.6335	\$46.7287	\$47.8501	\$48.9985
7119100	717002	Project Control Engineer I	54/55*	\$31.2259	\$32.7403	\$33.5261	\$34.3307	\$35.1547	\$35.9983	\$36.8622	\$37.7469	\$38.6529	\$39.5806
7119200	717102	Project Control Engineer II	59/60*	\$35.1572	\$36.8624	\$37.7470	\$38.6530	\$39.5807	\$40.5306	\$41.5033	\$42.4994	\$43.5193	\$44.5638
7119300	717202	Project Control Engineer III	63/64*	\$38.6558	\$40.5307	\$41.5034	\$42.4995	\$43.5194	\$44.5639	\$45.6335	\$46.7287	\$47.8501	\$48.9985
7119400	710303	Project Control Engineer IV	67/68*	\$42.5025	\$44.5638	\$45.6334	\$46.7286	\$47.8500	\$48.9984	\$50.1744	\$51.3786	\$52.6117	\$53.8744
2441100	243110	Project/Program Manager I	53	\$30.4940	\$31.9730	\$32.7403	\$33.5261	\$34.3307	\$35.1547	\$35.9983	\$36.8622	\$37.7469	\$38.6529
2441200	243212	Project/Program Manager II	58	\$34.3332	\$35.9983	\$36.8622	\$37.7469	\$38.6529	\$39.5806	\$40.5305	\$41.5032	\$42.4993	\$43.5192
2441300	243312	Project/Program Manager III	63	\$38.6558	\$40.5307	\$41.5034	\$42.4995	\$43.5194	\$44.5639	\$45.6335	\$46.7287	\$47.8501	\$48.9985
2441400	243404	Project/Program Manager IV	68	\$43.5225	\$45.6334	\$46.7286	\$47.8500	\$48.9984	\$50.1744	\$51.3786	\$52.6117	\$53.8744	\$55.1674
2634100	264802	Real Property Agent I	49	\$27.7341	\$29.0792	\$29.7770	\$30.4917	\$31.2235	\$31.9729	\$32.7402	\$33.5260	\$34.3306	\$35.1546
2634200	264902	Real Property Agent II	55	\$31.9753	\$33.5261	\$34.3307	\$35.1547	\$35.9983	\$36.8622	\$37.7469	\$38.6529	\$39.5806	\$40.5305
2634300	265002	Real Property Agent III	61	\$36.8650	\$38.6530	\$39.5807	\$40.5306	\$41.5033	\$42.4994	\$43.5193	\$44.5638	\$45.6334	\$46.7286
2634400	265102	Real Property Agent IV	67	\$42.5025	\$44.5638	\$45.6334	\$46.7286	\$47.8500	\$48.9984	\$50.1744	\$51.3786	\$52.6117	\$53.8744

cba Code: 459

APPENDIX A

Union Code: W4

Technical Employees' Association

Wastewater Treatment Division, Department of Natural Resources Parks, Supervisors and Staff

Staff

2017 - 2.25% Increase from 2016

Job Class Code	PeopleSoft Job Code	Classification Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
2243100	225303	Records Management Specialist	46	\$25.8294	\$27.0821	\$27.7321	\$28.3977	\$29.0792	\$29.7770	\$30.4917	\$31.2235	\$31.9729	\$32.7402
7160100	712302	Wastewater Capital Project Manager I	56/57*	\$32.7427	\$34.3307	\$35.1547	\$35.9983	\$36.8622	\$37.7469	\$38.6529	\$39.5806	\$40.5305	\$41.5032
7160200	712402	Wastewater Capital Project Manager II	61/62*	\$36.8650	\$38.6530	\$39.5807	\$40.5306	\$41.5033	\$42.4994	\$43.5193	\$44.5638	\$45.6334	\$46.7286
7160300	712502	Wastewater Capital Project Manager III	68/69*	\$43.5225	\$45.6334	\$46.7286	\$47.8500	\$48.9984	\$50.1744	\$51.3786	\$52.6117	\$53.8744	\$55.1674
7160400	712602	Wastewater Capital Project Manager IV	71/72*	\$46.7320	\$48.9985	\$50.1745	\$51.3787	\$52.6118	\$53.8745	\$55.1675	\$56.4915	\$57.8473	\$59.2357
7117100	715102	Wastewater Construction Management I	53	\$30.4940	\$31.9730	\$32.7403	\$33.5261	\$34.3307	\$35.1547	\$35.9983	\$36.8622	\$37.7469	\$38.6529
7117200	715202	Wastewater Construction Management II	58	\$34.3332	\$35.9983	\$36.8622	\$37.7469	\$38.6529	\$39.5806	\$40.5305	\$41.5032	\$42.4993	\$43.5192
7117300	715302	Wastewater Construction Management III	63	\$38.6558	\$40.5307	\$41.5034	\$42.4995	\$43.5194	\$44.5639	\$45.6335	\$46.7287	\$47.8501	\$48.9985
7117400	715402	Wastewater Construction Management IV	67	\$42.5025	\$44.5638	\$45.6334	\$46.7286	\$47.8500	\$48.9984	\$50.1744	\$51.3786	\$52.6117	\$53.8744
7117500	715502	Wastewater Construction Management V	70	\$45.6367	\$47.8501	\$48.9985	\$50.1745	\$51.3787	\$52.6118	\$53.8745	\$55.1675	\$56.4915	\$57.8473
7117600	715603	Wastewater Construction Management VI	73	\$49.0021	\$51.3787	\$52.6118	\$53.8745	\$55.1675	\$56.4915	\$57.8473	\$59.2357	\$60.6574	\$62.1131
7116200	713702	Wastewater Engineer - Entry	59/60*	\$35.1572	\$36.8624	\$37.7470	\$38.6530	\$39.5807	\$40.5306	\$41.5033	\$42.4994	\$43.5193	\$44.5638
7116300	713802	Wastewater Engineer - Journey	63/64*	\$38.6558	\$40.5307	\$41.5034	\$42.4995	\$43.5194	\$44.5639	\$45.6335	\$46.7287	\$47.8501	\$48.9985
7116400	713902	Wastewater Engineer - Senior	67/68*	\$42.5025	\$44.5638	\$45.6334	\$46.7286	\$47.8500	\$48.9984	\$50.1744	\$51.3786	\$52.6117	\$53.8744
7116500	714002	Wastewater Engineer - Principal	70/71*	\$45.6367	\$47.8501	\$48.9985	\$50.1745	\$51.3787	\$52.6118	\$53.8745	\$55.1675	\$56.4915	\$57.8473
7116600	714103	Wastewater Engineer VI	73/74*	\$49.0021	\$51.3787	\$52.6118	\$53.8745	\$55.1675	\$56.4915	\$57.8473	\$59.2357	\$60.6574	\$62.1131
1075200	108903	Water Pollution Control Maintenance Manager	75	\$51.3825	\$53.8745	\$55.1675	\$56.4915	\$57.8473	\$59.2357	\$60.6574	\$62.1131	\$63.6038	\$65.1303
2430100	242102	Water Quality Planner/Project Manager I	53	\$30.4940	\$31.9730	\$32.7403	\$33.5261	\$34.3307	\$35.1547	\$35.9983	\$36.8622	\$37.7469	\$38.6529
2430200	242205	Water Quality Planner/Project Manager II	58	\$34.3332	\$35.9983	\$36.8622	\$37.7469	\$38.6529	\$39.5806	\$40.5305	\$41.5032	\$42.4993	\$43.5192
2430300	242305	Water Quality Planner/Project Manager III	63	\$38.6558	\$40.5307	\$41.5034	\$42.4995	\$43.5194	\$44.5639	\$45.6335	\$46.7287	\$47.8501	\$48.9985
2430400	242404	Water Quality Planner/Project Manager IV	68	\$43.5225	\$45.6334	\$46.7286	\$47.8500	\$48.9984	\$50.1744	\$51.3786	\$52.6117	\$53.8744	\$55.1674

*Range increases are effective 2019.

cba Code: 459

APPENDIX A

Union Code: W4

Technical Employees' Association

Wastewater Treatment Division, Department of Natural Resources Parks, Supervisors and Staff

Staff

2018 - 2.88% Increase from 2017

Job Class Code	PeopleSoft Job Code	Classification Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
2810200	281307	Administrator II	56	\$33.6857	\$35.3194	\$36.1672	\$37.0351	\$37.9238	\$38.8340	\$39.7661	\$40.7205	\$41.6978	\$42.6985
2810300	281402	Administrator III	63	\$39.7691	\$41.6980	\$42.6987	\$43.7235	\$44.7728	\$45.8473	\$46.9477	\$48.0745	\$49.2282	\$50.4097
2131100	214109	Business and Finance Officer I	53	\$31.3722	\$32.8938	\$33.6832	\$34.4917	\$35.3194	\$36.1672	\$37.0351	\$37.9238	\$38.8340	\$39.7661
2131200	214213	Business and Finance Officer II	58	\$35.3220	\$37.0351	\$37.9238	\$38.8340	\$39.7661	\$40.7205	\$41.6978	\$42.6985	\$43.7233	\$44.7726
2131300	214308	Business and Finance Officer III	62	\$38.8370	\$40.7206	\$41.6979	\$42.6986	\$43.7234	\$44.7727	\$45.8472	\$46.9476	\$48.0744	\$49.2281
2215100	223802	Contract Specialist I	56	\$33.6857	\$35.3194	\$36.1672	\$37.0351	\$37.9238	\$38.8340	\$39.7661	\$40.7205	\$41.6978	\$42.6985
2215200	223902	Contract Specialist II	61	\$37.9267	\$39.7662	\$40.7206	\$41.6979	\$42.6986	\$43.7234	\$44.7727	\$45.8472	\$46.9476	\$48.0744
4300100	431208	Customer Service Specialist I	32	\$19.0654	\$19.9901	\$20.4698	\$20.9611	\$21.4642	\$21.9793	\$22.5069	\$23.0471	\$23.6002	\$24.1665
4300200	431312	Customer Service Specialist II	36	\$20.9626	\$21.9793	\$22.5069	\$23.0471	\$23.6002	\$24.1665	\$24.7465	\$25.3405	\$25.9486	\$26.5713
7118100	716002	Designer I	43	\$24.7482	\$25.9485	\$26.5712	\$27.2090	\$27.8620	\$28.5307	\$29.2155	\$29.9166	\$30.6345	\$31.3698
7118200	716102	Designer II	47	\$27.2110	\$28.5308	\$29.2156	\$29.9167	\$30.6346	\$31.3699	\$32.1227	\$32.8937	\$33.6831	\$34.4915
7118300	716202	Designer III	52	\$30.6369	\$32.1228	\$32.8938	\$33.6832	\$34.4917	\$35.3194	\$36.1672	\$37.0351	\$37.9238	\$38.8340
7118400	716303	Designer IV	55	\$32.8962	\$34.4917	\$35.3194	\$36.1672	\$37.0351	\$37.9238	\$38.8340	\$39.7661	\$40.7205	\$41.6978
7118500	716402	Designer V	59	\$36.1697	\$37.9240	\$38.8341	\$39.7662	\$40.7206	\$41.6979	\$42.6986	\$43.7234	\$44.7727	\$45.8472
7118600	716502	Designer VI	63	\$39.7691	\$41.6980	\$42.6987	\$43.7235	\$44.7728	\$45.8473	\$46.9477	\$48.0745	\$49.2282	\$50.4097
7119100	717002	Project Control Engineer I	54/55*	\$32.1252	\$33.6832	\$34.4917	\$35.3194	\$36.1672	\$37.0351	\$37.9238	\$38.8340	\$39.7661	\$40.7205
7119200	717102	Project Control Engineer II	59/60*	\$36.1697	\$37.9240	\$38.8341	\$39.7662	\$40.7206	\$41.6979	\$42.6986	\$43.7234	\$44.7727	\$45.8472
7119300	717202	Project Control Engineer III	63/64*	\$39.7691	\$41.6980	\$42.6987	\$43.7235	\$44.7728	\$45.8473	\$46.9477	\$48.0745	\$49.2282	\$50.4097
7119400	710303	Project Control Engineer IV	67/68*	\$43.7266	\$45.8472	\$46.9476	\$48.0744	\$49.2281	\$50.4096	\$51.6194	\$52.8583	\$54.1269	\$55.4260
2441100	243110	Project/Program Manager I	53	\$31.3722	\$32.8938	\$33.6832	\$34.4917	\$35.3194	\$36.1672	\$37.0351	\$37.9238	\$38.8340	\$39.7661
2441200	243212	Project/Program Manager II	58	\$35.3220	\$37.0351	\$37.9238	\$38.8340	\$39.7661	\$40.7205	\$41.6978	\$42.6985	\$43.7233	\$44.7726
2441300	243312	Project/Program Manager III	63	\$39.7691	\$41.6980	\$42.6987	\$43.7235	\$44.7728	\$45.8473	\$46.9477	\$48.0745	\$49.2282	\$50.4097
2441400	243404	Project/Program Manager IV	68	\$44.7759	\$46.9476	\$48.0744	\$49.2281	\$50.4096	\$51.6194	\$52.8583	\$54.1269	\$55.4260	\$56.7562
2634100	264802	Real Property Agent I	49	\$28.5328	\$29.9167	\$30.6346	\$31.3699	\$32.1227	\$32.8937	\$33.6831	\$34.4915	\$35.3193	\$36.1671
2634200	264902	Real Property Agent II	55	\$32.8962	\$34.4917	\$35.3194	\$36.1672	\$37.0351	\$37.9238	\$38.8340	\$39.7661	\$40.7205	\$41.6978
2634300	265002	Real Property Agent III	61	\$37.9267	\$39.7662	\$40.7206	\$41.6979	\$42.6986	\$43.7234	\$44.7727	\$45.8472	\$46.9476	\$48.0744
2634400	265102	Real Property Agent IV	67	\$43.7266	\$45.8472	\$46.9476	\$48.0744	\$49.2281	\$50.4096	\$51.6194	\$52.8583	\$54.1269	\$55.4260

APPENDIX A

Union Code: W4

cba Code: 459

Technical Employees' Association

Wastewater Treatment Division, Department of Natural Resources Parks, Supervisors and Staff

Staff

2018 - 2.88% Increase from 2017

Job Class Code	Peoplesoft Job Code	Classification Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
2243100	225303	Records Management Specialist	46	\$26.5733	\$27.8621	\$28.5308	\$29.2156	\$29.9167	\$30.6346	\$31.3699	\$32.1227	\$32.8937	\$33.6831
7160100	712302	Wastewater Capital Project Manager I	56/57*	\$33.6857	\$35.3194	\$36.1672	\$37.0351	\$37.9238	\$38.8340	\$39.7661	\$40.7205	\$41.6978	\$42.6985
7160200	712402	Wastewater Capital Project Manager II	61/62*	\$37.9267	\$39.7662	\$40.7206	\$41.6979	\$42.6986	\$43.7234	\$44.7727	\$45.8472	\$46.9476	\$48.0744
7160300	712502	Wastewater Capital Project Manager III	68/69*	\$44.7759	\$46.9476	\$48.0744	\$49.2281	\$50.4096	\$51.6194	\$52.8583	\$54.1269	\$55.4260	\$56.7562
7160400	712602	Wastewater Capital Project Manager IV	71/72*	\$48.0779	\$50.4097	\$51.6195	\$52.8584	\$54.1270	\$55.4261	\$56.7563	\$58.1185	\$59.5133	\$60.9417
7117100	715102	Wastewater Construction Management I	53	\$31.3722	\$32.8938	\$33.6832	\$34.4917	\$35.3194	\$36.1672	\$37.0351	\$37.9238	\$38.8340	\$39.7661
7117200	715202	Wastewater Construction Management II	58	\$35.3220	\$37.0351	\$37.9238	\$38.8340	\$39.7661	\$40.7205	\$41.6978	\$42.6985	\$43.7233	\$44.7726
7117300	715302	Wastewater Construction Management III	63	\$39.7691	\$41.6980	\$42.6987	\$43.7235	\$44.7728	\$45.8473	\$46.9477	\$48.0745	\$49.2282	\$50.4097
7117400	715402	Wastewater Construction Management IV	67	\$43.7266	\$45.8472	\$46.9476	\$48.0744	\$49.2281	\$50.4096	\$51.6194	\$52.8583	\$54.1269	\$55.4260
7117500	715502	Wastewater Construction Management V	70	\$46.9510	\$49.2282	\$50.4097	\$51.6195	\$52.8584	\$54.1270	\$55.4261	\$56.7563	\$58.1185	\$59.5133
7117600	715603	Wastewater Construction Management VI	73	\$50.4134	\$52.8584	\$54.1270	\$55.4261	\$56.7563	\$58.1185	\$59.5133	\$60.9417	\$62.4043	\$63.9020
7116200	713702	Wastewater Engineer - Entry	59/60*	\$36.1697	\$37.9240	\$38.8341	\$39.7662	\$40.7206	\$41.6979	\$42.6986	\$43.7234	\$44.7727	\$45.8472
7116300	713802	Wastewater Engineer - Journey	63/64*	\$39.7691	\$41.6980	\$42.6987	\$43.7235	\$44.7728	\$45.8473	\$46.9477	\$48.0745	\$49.2282	\$50.4097
7116400	713902	Wastewater Engineer - Senior	67/68*	\$43.7266	\$45.8472	\$46.9476	\$48.0744	\$49.2281	\$50.4096	\$51.6194	\$52.8583	\$54.1269	\$55.4260
7116500	714002	Wastewater Engineer - Principal	70/71*	\$46.9510	\$49.2282	\$50.4097	\$51.6195	\$52.8584	\$54.1270	\$55.4261	\$56.7563	\$58.1185	\$59.5133
7116600	714103	Wastewater Engineer VI	73/74*	\$50.4134	\$52.8584	\$54.1270	\$55.4261	\$56.7563	\$58.1185	\$59.5133	\$60.9417	\$62.4043	\$63.9020
1075200	108903	Water Pollution Control Maintenance Manager	75	\$52.8623	\$55.4261	\$56.7563	\$58.1185	\$59.5133	\$60.9417	\$62.4043	\$63.9020	\$65.4356	\$67.0061
2430100	242102	Water Quality Planner/Project Manager I	53	\$31.3722	\$32.8938	\$33.6832	\$34.4917	\$35.3194	\$36.1672	\$37.0351	\$37.9238	\$38.8340	\$39.7661
2430200	242205	Water Quality Planner/Project Manager II	58	\$35.3220	\$37.0351	\$37.9238	\$38.8340	\$39.7661	\$40.7205	\$41.6978	\$42.6985	\$43.7233	\$44.7726
2430300	242305	Water Quality Planner/Project Manager III	63	\$39.7691	\$41.6980	\$42.6987	\$43.7235	\$44.7728	\$45.8473	\$46.9477	\$48.0745	\$49.2282	\$50.4097
2430400	242404	Water Quality Planner/Project Manager IV	68	\$44.7759	\$46.9476	\$48.0744	\$49.2281	\$50.4096	\$51.6194	\$52.8583	\$54.1269	\$55.4260	\$56.7562

*Range increases are effective 2019.

cba Code: 459

APPENDIX A

Union Code: W4

Technical Employees' Association

Wastewater Treatment Division, Department of Natural Resources Parks, Supervisors and Staff

Staff

2019 - 3.47% Increase from 2018

Job Class Code	PeopleSoft Job Code	Classification Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
2810200	281307	Administrator II	56	\$34.8546	\$36.5450	\$37.4222	\$38.3202	\$39.2398	\$40.1815	\$41.1460	\$42.1335	\$43.1447	\$44.1801
2810300	281402	Administrator III	63	\$41.1491	\$43.1449	\$44.1803	\$45.2407	\$46.3264	\$47.4382	\$48.5768	\$49.7427	\$50.9364	\$52.1589
2131100	214109	Business and Finance Officer I	53	\$32.4608	\$34.0352	\$34.8520	\$35.6886	\$36.5450	\$37.4222	\$38.3202	\$39.2398	\$40.1815	\$41.1460
2131200	214213	Business and Finance Officer II	58	\$36.5477	\$38.3202	\$39.2398	\$40.1815	\$41.1460	\$42.1335	\$43.1447	\$44.1801	\$45.2405	\$46.3262
2131300	214308	Business and Finance Officer III	62	\$40.1846	\$42.1336	\$43.1448	\$44.1802	\$45.2406	\$46.3263	\$47.4381	\$48.5767	\$49.7426	\$50.9363
2215100	223802	Contract Specialist I	56	\$34.8546	\$36.5450	\$37.4222	\$38.3202	\$39.2398	\$40.1815	\$41.1460	\$42.1335	\$43.1447	\$44.1801
2215200	223902	Contract Specialist II	61	\$39.2428	\$41.1461	\$42.1336	\$43.1448	\$44.1802	\$45.2406	\$46.3263	\$47.4381	\$48.5767	\$49.7426
4300100	431208	Customer Service Specialist I	32	\$19.7270	\$20.6838	\$21.1801	\$21.6885	\$22.2090	\$22.7420	\$23.2879	\$23.8468	\$24.4191	\$25.0051
4300200	431312	Customer Service Specialist II	36	\$21.6900	\$22.7420	\$23.2879	\$23.8468	\$24.4191	\$25.0051	\$25.6052	\$26.2198	\$26.8490	\$27.4933
7118100	716002	Designer I	43	\$25.6070	\$26.8489	\$27.4932	\$28.1532	\$28.8288	\$29.5207	\$30.2293	\$30.9547	\$31.6975	\$32.4583
7118200	716102	Designer II	47	\$28.1552	\$29.5208	\$30.2294	\$30.9548	\$31.6976	\$32.4584	\$33.2374	\$34.0351	\$34.8519	\$35.6884
7118300	716202	Designer III	52	\$31.7000	\$33.2375	\$34.0352	\$34.8520	\$35.6886	\$36.5450	\$37.4222	\$38.3202	\$39.2398	\$40.1815
7118400	716303	Designer IV	55	\$34.0377	\$35.6886	\$36.5450	\$37.4222	\$38.3202	\$39.2398	\$40.1815	\$41.1460	\$42.1335	\$43.1447
7118500	716402	Designer V	59	\$37.4248	\$39.2400	\$40.1816	\$41.1461	\$42.1336	\$43.1448	\$44.1802	\$45.2406	\$46.3263	\$47.4381
7118600	716502	Designer VI	63	\$41.1491	\$43.1449	\$44.1803	\$45.2407	\$46.3264	\$47.4382	\$48.5768	\$49.7427	\$50.9364	\$52.1589
7119100	717002	Project Control Engineer I	54/55*	\$34.0377	\$35.6885	\$36.5451	\$37.4221	\$38.3203	\$39.2399	\$40.1815	\$41.1459	\$42.1335	\$43.1447
7119200	717102	Project Control Engineer II	59/60*	\$38.3230	\$40.1817	\$41.1460	\$42.1336	\$43.1448	\$44.1803	\$45.2406	\$46.3264	\$47.4381	\$48.5766
7119300	717202	Project Control Engineer III	63/64*	\$42.1367	\$44.1804	\$45.2407	\$46.3265	\$47.4383	\$48.5767	\$49.7426	\$50.9365	\$52.1589	\$53.4107
7119400	710303	Project Control Engineer IV	67/68*	\$46.3298	\$48.5766	\$49.7425	\$50.9364	\$52.1588	\$53.4106	\$54.6924	\$56.0051	\$57.3492	\$58.7257
2441100	243110	Project/Program Manager I	53	\$32.4608	\$34.0352	\$34.8520	\$35.6886	\$36.5450	\$37.4222	\$38.3202	\$39.2398	\$40.1815	\$41.1460
2441200	243212	Project/Program Manager II	58	\$36.5477	\$38.3202	\$39.2398	\$40.1815	\$41.1460	\$42.1335	\$43.1447	\$44.1801	\$45.2405	\$46.3262
2441300	243312	Project/Program Manager III	63	\$41.1491	\$43.1449	\$44.1803	\$45.2407	\$46.3264	\$47.4382	\$48.5768	\$49.7427	\$50.9364	\$52.1589
2441400	243404	Project/Program Manager IV	68	\$46.3296	\$48.5767	\$49.7426	\$50.9363	\$52.1588	\$53.4106	\$54.6925	\$56.0051	\$57.3493	\$58.7256
2634100	264802	Real Property Agent I	49	\$29.5229	\$30.9548	\$31.6976	\$32.4584	\$33.2374	\$34.0351	\$34.8519	\$35.6884	\$36.5449	\$37.4221
2634200	264902	Real Property Agent II	55	\$34.0377	\$35.6886	\$36.5450	\$37.4222	\$38.3202	\$39.2398	\$40.1815	\$41.1460	\$42.1335	\$43.1447
2634300	265002	Real Property Agent III	61	\$39.2428	\$41.1461	\$42.1336	\$43.1448	\$44.1802	\$45.2406	\$46.3263	\$47.4381	\$48.5767	\$49.7426
2634400	265102	Real Property Agent IV	67	\$45.2439	\$47.4381	\$48.5767	\$49.7426	\$50.9363	\$52.1588	\$53.4106	\$54.6925	\$56.0051	\$57.3493

cba Code: 459

APPENDIX A

Union Code: W4

Technical Employees' Association

Wastewater Treatment Division, Department of Natural Resources Parks, Supervisors and Staff

Staff

2019 - 3.47% Increase from 2018

Job Class Code	PeopleSoft Job Code	Classification Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
2243100	225303	Records Management Specialist	46	\$27.4954	\$28.8289	\$29.5208	\$30.2294	\$30.9548	\$31.6976	\$32.4584	\$33.2374	\$34.0351	\$34.8519
7160100	712302	Wastewater Capital Project Manager I	56/57*	\$35.6911	\$37.4221	\$38.3203	\$39.2399	\$40.1815	\$41.1459	\$42.1335	\$43.1447	\$44.1802	\$45.2405
7160200	712402	Wastewater Capital Project Manager II	61/62*	\$40.1846	\$42.1336	\$43.1448	\$44.1803	\$45.2406	\$46.3264	\$47.4381	\$48.5766	\$49.7425	\$50.9364
7160300	712502	Wastewater Capital Project Manager III	68/69*	\$47.4415	\$49.7425	\$50.9364	\$52.1588	\$53.4106	\$54.6924	\$56.0051	\$57.3492	\$58.7257	\$60.1351
7160400	712602	Wastewater Capital Project Manager IV	71/72*	\$50.9401	\$53.4107	\$54.6926	\$56.0052	\$57.3493	\$58.7258	\$60.1352	\$61.5785	\$63.0563	\$64.5697
7117100	715102	Wastewater Construction Management I	53	\$32.4608	\$34.0352	\$34.8520	\$35.6886	\$36.5450	\$37.4222	\$38.3202	\$39.2398	\$40.1815	\$41.1460
7117200	715202	Wastewater Construction Management II	58	\$36.5477	\$38.3202	\$39.2398	\$40.1815	\$41.1460	\$42.1335	\$43.1447	\$44.1801	\$45.2405	\$46.3262
7117300	715302	Wastewater Construction Management III	63	\$41.1491	\$43.1449	\$44.1803	\$45.2407	\$46.3264	\$47.4382	\$48.5768	\$49.7427	\$50.9364	\$52.1589
7117400	715402	Wastewater Construction Management IV	67	\$45.2439	\$47.4381	\$48.5767	\$49.7426	\$50.9363	\$52.1588	\$53.4106	\$54.6925	\$56.0051	\$57.3493
7117500	715502	Wastewater Construction Management V	70	\$48.5802	\$50.9364	\$52.1589	\$53.4107	\$54.6926	\$56.0052	\$57.3494	\$58.7257	\$60.1352	\$61.5784
7117600	715603	Wastewater Construction Management VI	73	\$52.1627	\$54.6926	\$56.0052	\$57.3494	\$58.7257	\$60.1352	\$61.5784	\$63.0564	\$64.5697	\$66.1194
7116200	713702	Wastewater Engineer - Entry	59/60*	\$38.3230	\$40.1817	\$41.1460	\$42.1336	\$43.1448	\$44.1803	\$45.2406	\$46.3264	\$47.4381	\$48.5766
7116300	713802	Wastewater Engineer - Journey	63/64*	\$42.1367	\$44.1804	\$45.2407	\$46.3265	\$47.4383	\$48.5767	\$49.7426	\$50.9365	\$52.1589	\$53.4107
7116400	713902	Wastewater Engineer - Senior	67/68*	\$46.3298	\$48.5766	\$49.7425	\$50.9364	\$52.1588	\$53.4106	\$54.6924	\$56.0051	\$57.3492	\$58.7257
7116500	714002	Wastewater Engineer - Principal	70/71*	\$49.7461	\$52.1589	\$53.4107	\$54.6926	\$56.0052	\$57.3493	\$58.7258	\$60.1352	\$61.5785	\$63.0563
7116600	714103	Wastewater Engineer VI	73/74*	\$53.4147	\$56.0052	\$57.3493	\$58.7258	\$60.1352	\$61.5785	\$63.0563	\$64.5697	\$66.1194	\$67.7063
1075200	108903	Water Pollution Control Maintenance Manager	75	\$54.6966	\$57.3494	\$58.7257	\$60.1352	\$61.5784	\$63.0564	\$64.5697	\$66.1194	\$67.7062	\$69.3312
2430100	242102	Water Quality Planner/Project Manager I	53	\$32.4608	\$34.0352	\$34.8520	\$35.6886	\$36.5450	\$37.4222	\$38.3202	\$39.2398	\$40.1815	\$41.1460
2430200	242205	Water Quality Planner/Project Manager II	58	\$36.5477	\$38.3202	\$39.2398	\$40.1815	\$41.1460	\$42.1335	\$43.1447	\$44.1801	\$45.2405	\$46.3262
2430300	242305	Water Quality Planner/Project Manager III	63	\$41.1491	\$43.1449	\$44.1803	\$45.2407	\$46.3264	\$47.4382	\$48.5768	\$49.7427	\$50.9364	\$52.1589
2430400	242404	Water Quality Planner/Project Manager IV	68	\$46.3296	\$48.5767	\$49.7426	\$50.9363	\$52.1588	\$53.4106	\$54.6925	\$56.0051	\$57.3493	\$58.7256

*Range increases are effective 2019.

cba Code: 459

APPENDIX A

Union Code: W4

Technical Employees' Association

Wastewater Treatment Division, Department of Natural Resources Parks, Supervisors and Staff

Staff

2020 - 3.00% Increase from 2019

Job Class Code	PeopleSoft Job Code	Classification Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
2810200	281307	Administrator II	56	\$35.9002	\$37.6414	\$38.5449	\$39.4698	\$40.4170	\$41.3869	\$42.3804	\$43.3975	\$44.4390	\$45.5055
2810300	281402	Administrator III	63	\$42.3836	\$44.4392	\$45.5057	\$46.5979	\$47.7162	\$48.8613	\$50.0341	\$51.2350	\$52.4645	\$53.7237
2131100	214109	Business and Finance Officer I	53	\$33.4346	\$35.0563	\$35.8976	\$36.7593	\$37.6414	\$38.5449	\$39.4698	\$40.4170	\$41.3869	\$42.3804
2131200	214213	Business and Finance Officer II	58	\$37.6441	\$39.4698	\$40.4170	\$41.3869	\$42.3804	\$43.3975	\$44.4390	\$45.5055	\$46.5977	\$47.7160
2131300	214308	Business and Finance Officer III	62	\$41.3901	\$43.3976	\$44.4391	\$45.5056	\$46.5978	\$47.7161	\$48.8612	\$50.0340	\$51.2349	\$52.4644
2215100	223802	Contract Specialist I	56	\$35.9002	\$37.6414	\$38.5449	\$39.4698	\$40.4170	\$41.3869	\$42.3804	\$43.3975	\$44.4390	\$45.5055
2215200	223902	Contract Specialist II	61	\$40.4201	\$42.3805	\$43.3976	\$44.4391	\$45.5056	\$46.5978	\$47.7161	\$48.8612	\$50.0340	\$51.2349
4300100	431208	Customer Service Specialist I	32	\$20.3188	\$21.3043	\$21.8155	\$22.3392	\$22.8753	\$23.4243	\$23.9865	\$24.5622	\$25.1517	\$25.7553
4300200	431312	Customer Service Specialist II	36	\$22.3407	\$23.4243	\$23.9865	\$24.5622	\$25.1517	\$25.7553	\$26.3734	\$27.0064	\$27.6545	\$28.3181
7118100	716002	Designer I	43	\$26.3752	\$27.6544	\$28.3180	\$28.9978	\$29.6937	\$30.4063	\$31.1362	\$31.8833	\$32.6484	\$33.4320
7118200	716102	Designer II	47	\$28.9999	\$30.4064	\$31.1363	\$31.8834	\$32.6485	\$33.4322	\$34.2345	\$35.0562	\$35.8975	\$36.7591
7118300	716202	Designer III	52	\$32.6510	\$34.2346	\$35.0563	\$35.8976	\$36.7593	\$37.6414	\$38.5449	\$39.4698	\$40.4170	\$41.3869
7118400	716303	Designer IV	55	\$35.0588	\$36.7593	\$37.6414	\$38.5449	\$39.4698	\$40.4170	\$41.3869	\$42.3804	\$43.3975	\$44.4390
7118500	716402	Designer V	59	\$38.5475	\$40.4172	\$41.3870	\$42.3805	\$43.3976	\$44.4391	\$45.5056	\$46.5978	\$47.7161	\$48.8612
7118600	716502	Designer VI	63	\$42.3836	\$44.4392	\$45.5057	\$46.5979	\$47.7162	\$48.8613	\$50.0341	\$51.2350	\$52.4645	\$53.7237
7119100	717002	Project Control Engineer I	54/55*	\$35.0588	\$36.7592	\$37.6415	\$38.5448	\$39.4699	\$40.4171	\$41.3869	\$42.3803	\$43.3975	\$44.4390
7119200	717102	Project Control Engineer II	59/60*	\$39.4727	\$41.3872	\$42.3804	\$43.3976	\$44.4391	\$45.5057	\$46.5978	\$47.7162	\$48.8612	\$50.0339
7119300	717202	Project Control Engineer III	63/64*	\$43.4008	\$45.5058	\$46.5979	\$47.7163	\$48.8614	\$50.0340	\$51.2349	\$52.4646	\$53.7237	\$55.0130
7119400	710303	Project Control Engineer IV	67/68*	\$47.7197	\$50.0339	\$51.2348	\$52.4645	\$53.7236	\$55.0129	\$56.3332	\$57.6853	\$59.0697	\$60.4875
2441100	243110	Project/Program Manager I	53	\$33.4346	\$35.0563	\$35.8976	\$36.7593	\$37.6414	\$38.5449	\$39.4698	\$40.4170	\$41.3869	\$42.3804
2441200	243212	Project/Program Manager II	58	\$37.6441	\$39.4698	\$40.4170	\$41.3869	\$42.3804	\$43.3975	\$44.4390	\$45.5055	\$46.5977	\$47.7160
2441300	243312	Project/Program Manager III	63	\$42.3836	\$44.4392	\$45.5057	\$46.5979	\$47.7162	\$48.8613	\$50.0341	\$51.2350	\$52.4645	\$53.7237
2441400	243404	Project/Program Manager IV	68	\$47.7195	\$50.0340	\$51.2349	\$52.4644	\$53.7236	\$55.0129	\$56.3333	\$57.6853	\$59.0698	\$60.4874
2634100	264802	Real Property Agent I	49	\$30.4086	\$31.8834	\$32.6485	\$33.4322	\$34.2345	\$35.0562	\$35.8975	\$36.7591	\$37.6412	\$38.5448
2634200	264902	Real Property Agent II	55	\$35.0588	\$36.7593	\$37.6414	\$38.5449	\$39.4698	\$40.4170	\$41.3869	\$42.3804	\$43.3975	\$44.4390
2634300	265002	Real Property Agent III	61	\$40.4201	\$42.3805	\$43.3976	\$44.4391	\$45.5056	\$46.5978	\$47.7161	\$48.8612	\$50.0340	\$51.2349
2634400	265102	Real Property Agent IV	67	\$46.6012	\$48.8612	\$50.0340	\$51.2349	\$52.4644	\$53.7236	\$55.0129	\$56.3333	\$57.6853	\$59.0698

cba Code: 459

APPENDIX A

Union Code: W4

Technical Employees' Association

Wastewater Treatment Division, Department of Natural Resources Parks, Supervisors and Staff

Staff

2020 - 3.00% Increase from 2019

Job Class Code	PeopleSoft Job Code	Classification Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
2243100	225303	Records Management Specialist	46	\$28.3203	\$29.6938	\$30.4064	\$31.1363	\$31.8834	\$32.6485	\$33.4322	\$34.2345	\$35.0562	\$35.8975
7160100	712302	Wastewater Capital Project Manager I	56/57*	\$36.7618	\$38.5448	\$39.4699	\$40.4171	\$41.3869	\$42.3803	\$43.3975	\$44.4390	\$45.5056	\$46.5977
7160200	712402	Wastewater Capital Project Manager II	61/62*	\$41.3901	\$43.3976	\$44.4391	\$45.5057	\$46.5978	\$47.7162	\$48.8612	\$50.0339	\$51.2348	\$52.4645
7160300	712502	Wastewater Capital Project Manager III	68/69*	\$48.8647	\$51.2348	\$52.4645	\$53.7236	\$55.0129	\$56.3332	\$57.6853	\$59.0697	\$60.4875	\$61.9392
7160400	712602	Wastewater Capital Project Manager IV	71/72*	\$52.4683	\$55.0130	\$56.3334	\$57.6854	\$59.0698	\$60.4876	\$61.9393	\$63.4259	\$64.9480	\$66.5068
7117100	715102	Wastewater Construction Management I	53	\$33.4346	\$35.0563	\$35.8976	\$36.7593	\$37.6414	\$38.5449	\$39.4698	\$40.4170	\$41.3869	\$42.3804
7117200	715202	Wastewater Construction Management II	58	\$37.6441	\$39.4698	\$40.4170	\$41.3869	\$42.3804	\$43.3975	\$44.4390	\$45.5055	\$46.5977	\$47.7160
7117300	715302	Wastewater Construction Management III	63	\$42.3836	\$44.4392	\$45.5057	\$46.5979	\$47.7162	\$48.8613	\$50.0341	\$51.2350	\$52.4645	\$53.7237
7117400	715402	Wastewater Construction Management IV	67	\$46.6012	\$48.8612	\$50.0340	\$51.2349	\$52.4644	\$53.7236	\$55.0129	\$56.3333	\$57.6853	\$59.0698
7117500	715502	Wastewater Construction Management V	70	\$50.0376	\$52.4645	\$53.7237	\$55.0130	\$56.3334	\$57.6854	\$59.0699	\$60.4875	\$61.9393	\$63.4258
7117600	715603	Wastewater Construction Management VI	73	\$53.7276	\$56.3334	\$57.6854	\$59.0699	\$60.4875	\$61.9393	\$63.4258	\$64.9481	\$66.5068	\$68.1030
7116200	713702	Wastewater Engineer - Entry	59/60*	\$39.4727	\$41.3872	\$42.3804	\$43.3976	\$44.4391	\$45.5057	\$46.5978	\$47.7162	\$48.8612	\$50.0339
7116300	713802	Wastewater Engineer - Journey	63/64*	\$43.4008	\$45.5058	\$46.5979	\$47.7163	\$48.8614	\$50.0340	\$51.2349	\$52.4646	\$53.7237	\$55.0130
7116400	713902	Wastewater Engineer - Senior	67/68*	\$47.7197	\$50.0339	\$51.2348	\$52.4645	\$53.7236	\$55.0129	\$56.3332	\$57.6853	\$59.0697	\$60.4875
7116500	714002	Wastewater Engineer - Principal	70/71*	\$51.2385	\$53.7237	\$55.0130	\$56.3334	\$57.6854	\$59.0698	\$60.4876	\$61.9393	\$63.4259	\$64.9480
7116600	714103	Wastewater Engineer VI	73/74*	\$55.0171	\$57.6854	\$59.0698	\$60.4876	\$61.9393	\$63.4259	\$64.9480	\$66.5068	\$68.1030	\$69.7374
1075200	108903	Water Pollution Control Maintenance Manager	75	\$56.3375	\$59.0699	\$60.4875	\$61.9393	\$63.4258	\$64.9481	\$66.5068	\$68.1030	\$69.7374	\$71.4111
2430100	242102	Water Quality Planner/Project Manager I	53	\$33.4346	\$35.0563	\$35.8976	\$36.7593	\$37.6414	\$38.5449	\$39.4698	\$40.4170	\$41.3869	\$42.3804
2430200	242205	Water Quality Planner/Project Manager II	58	\$37.6441	\$39.4698	\$40.4170	\$41.3869	\$42.3804	\$43.3975	\$44.4390	\$45.5055	\$46.5977	\$47.7160
2430300	242305	Water Quality Planner/Project Manager III	63	\$42.3836	\$44.4392	\$45.5057	\$46.5979	\$47.7162	\$48.8613	\$50.0341	\$51.2350	\$52.4645	\$53.7237
2430400	242404	Water Quality Planner/Project Manager IV	68	\$47.7195	\$50.0340	\$51.2349	\$52.4644	\$53.7236	\$55.0129	\$56.3333	\$57.6853	\$59.0698	\$60.4874

*Range increases are effective 2019.

**AGREEMENT BETWEEN
KING COUNTY
AND
TECHNICAL EMPLOYEES' ASSOCIATION
Department of Natural Resources & Parks - Supervisors and Staff**

APPENDIX B

Pursuant to Section 1.3 of this Agreement, the parties agree that the following provisions of the King County Personnel Guidelines (2005) are preempted by the terms of this Agreement:

Preamble/Disclaimer

Section 1.3

Chapter 4

Chapter 5

Sections 6.5, 6.6, 6.9, and 6.13 - 6.15

Chapter 9

Sections 11.1, 11.2, and 11.4

Sections 12.3 - 12.5

Sections 14.1, 14.2, 14.3, 14.4-14.6, 14.9 - 14.13, and 14.15.

Section 15.3

Chapter 16

Chapter 17

Chapter 18

Section 19.4

Chapter 22