## STAFF REPORT

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| **Agenda Item:** | 6 | **Name:** | Mike Reed |
| **Proposed No**.: | 2019-0348 | **Date:** | October 1, 2019 |

**SUBJECT**

An ordinance approving a memorandum of Agreement between King County and Teamsters Local 117, addressing wage range adjustments for bargaining unit members.

**SUMMARY:**

King County and labor representatives agreed upon a Master Labor Agreement for Teamsters Local 117, representing Wastewater Treatment Division supervisors and employees, in 2017, and a Total Compensation package in 2018; the parties agreed to delay addressing range adjustments pending a completion of a joint wage study. The parties have completed a wage study, and arrived at agreement regarding range adjustments. Proposed Ordinance 2019-0348 approves the Memorandum of Agreement confirming the agreed-upon wage range adjustments.

**BACKGROUND:**

The Wastewater Treatment Division Supervisors unit of the International Brotherhood of Teamsters Local 117 represents 29 supervisors and employees within the Finance section. Employees in this bargaining unit participate in the Council-approved Master Labor Agreement, and the Total Compensation package, approved by Council in 2018.

In the process of negotiating the Master Labor Agreement and Total Compensation package, the parties agreed to defer consideration of adjustments to the wage ranges for various positions within the bargaining unit; this was agreed to as a means of avoiding delay on the Master Labor Agreement and Total Compensation package. The parties agreed to undertake a joint wage study to support negotiations on range adjustments.

The parties have now completed the wage study, and have reached agreement on proposed range adjustments. The proposal would include the following adjustments:

* An Administrator III position, at wage range 63 (effective 1/1/2018) would be added;
* The existing Process Control Supervisor wage range would be adjusted to wage range 72 (1/1/18); 73 (1/1/19); and 74(1/1/20);
* The Safety and Health Supervisor classification title would be deleted;
* The Wastewater Maintenance Supervisor wage range would be adjusted to 70 (1/1/2018); 71 (1/1/2019) and 72(1/1/2020);
* A Wastewater Operations Engineering Supervisor classification title would be created, at wage range 71 (1/1/2019) and 72 (1/1/2020);
* The existing Wastewater Treatment Supervisor wage range would be adjusted to wage range 70 (1/1/2019);
* The existing Wastewater Treatment Supervisor (Rotating) wage range would be adjusted to wage range 69 (1/1/2019);
* The job code would be adjusted for the existing Capital Projects Financial Advisor.

These proposed changes are summarized in the Agreements table of the Memorandum of Agreement, signed by the parties several months ago. Proposed Ordinance 2019-0348 would adopt this Memorandum of Agreement, with terms and conditions continuing through December 31, 2020.

**ANALYSIS:**

The approval of this Memorandum of Agreement follows through on the deferred wage range adjustments associated with the WTD Supervisors portion of the Master Labor Agreement and Total Compensation Package, and results from a joint wage study participated in by both parties.

**ATTACHMENTS:**

1. Proposed Ordinance 2019-0348 (and its attachment)
   1. Attachment A, Memorandum of Agreement
2. Transmittal Letter
3. Fiscal Note
4. Checklist and Summary of Changes
5. Contract Consistency with Adopted Labor Policies

**INVITED:**

1. Angela Marshall, Labor Relations Negotiator, Office of Labor Relations