

Memorandum of Understanding
By and Between
King County
And
Public Safety Employees Union
Representing Non-Commissioned Bargaining Unit Employees
in the King County Sheriff's Office Data Unit
Regarding Wage Settlement for King County Sheriff's Office
Automated Fingerprint Identification System (AFIS) Employees

The parties, Public Safety Employees Union (the "Union"), represented by Dustin Frederick, and King County (the "County"), represented by Deborah Bellam, have bargained wage adjustments pursuant to Article 7, Section 11 of the current collective bargaining agreement, and agree to the following:

Facts

1. Article 7, Section 11 of the current collective bargaining agreement between the parties provides that:

Section 11. King County Sheriff's Office AFIS employees: King County agrees to perform a job audit on the following classifications:

- ID Technician
- ID Technician Supervisor
- Latent Print Examiner
- Latent Print Supervisor
- Photographer series (Technician, Lead, Supervisor)
- Training Coordinator
- Identification Operations Manager
- Forensic Operations Manager

Additionally, King County agrees to complete market wage surveys for the above-referenced classifications.

The parties agreed to bargain the effects of the Human Resources Division's conclusions with respect to the above-referenced information. If the parties agreed to wage adjustments based on this information, such wage adjustments would be retroactive to January 1, 2006.

2. King County has performed the job audits as required by this provision, and has bargained appropriate wage adjustments based on job audit findings.

Agreement

The agreement of the parties with respect to the King County Squared Table range rate and step placement is as follows:

Agreement	MSA Job Class Code	Current Wage Addendum Classification Title
1. ID/Ten Print - move to Range 49.	8429	Identification Technician
2. ID/Ten Print Supervisor - move to Range 58.	8430	Identification Supervisor
3. ID/Ten Print Lead - continue to pay 5 percent above ID Tech, per the collective bargaining agreement.	8429	Identification Technician
4. Latent Examiner - move to Range 57.	8431	Latent Print Examiner
5. Latent Supervisor - move to Range 63.	8432	Latent Print Examiner Supervisor
6. Latent Lead - continue to pay 5 percent above Latent Examiner, per the collective bargaining agreement.	8431	Latent Print Examiner
7. ID and Latent Managers - move to Range 69.	8904 8905	Identifications Unit Operations Manager Forensics Operations Manager
8. Step Placement: Employees will be placed on the new ranges on the step that gives them a minimum 10 cents per hour increase.		

Effective Date

Range adjustments listed above are effective January 1, 2006.

Additional Factors

1. The parties agree to form a labor management committee with representatives from the Union and from King County to discuss matters of mutual interest. One issue that will be discussed is the structure of the King County Sheriff’s Office AFIS Unit and proposals relating to possible reorganization of AFIS. Discussions that take place in this committee do not

constitute bargaining and no union or management rights are waived by this agreement of the subsequent discussion. The parties anticipate meeting no later than June 2008.

2. Based on a slight modification to the wage package, the parties have agreed in mediation that a bonus equal to \$156.50 (one hundred fifty six dollars and fifty cents) will be paid by King County in 2008 to each King County Sheriff's Office AFIS employee in this bargaining unit on January 1, 2008. This payment sets no precedent and establishes no past practice. This payment is a one-time payment that will take place in 2008 only.

Conclusion

This Agreement is effective January 1, 2006, and will be implemented once fully ratified by Union and County. This Agreement, along with the collective bargaining agreement now in effect, is the full and final agreement between King County and the Union with respect to wages for King County Sheriff's Office Automated Fingerprint Identification System Unit (AFIS) employees.

APPROVED this _____ day of _____, 2008

By: _____
King County Executive

For Public Safety Employees Union:

Dustin Frederick
Business Manager

Date