

**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 Reclassification and resulting wage adjustment for King County Sheriff's Office  
Automated Fingerprint Identification System (AFIS)  
Employee Project Program Manager (PPM) 3 (Training Coordinator)**

The parties, Public Safety Employees Union (the "Union"), represented by Dustin Frederick, and King County (the "County"), represented by Deborah Bellam, have discussed with the King County Sheriff's Office ("KCSO") the reclassification request of KCSO Project Program Manager ("PPM") 3/Training Coordinator Diana L. Watkins, 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.

3. The King County Classification Unit has concluded that, based on the job audits and materials and information provided by KCSO AFIS PPM 3/Training Coordinator Diana Watkins and the KCSO, the position currently held by Diana Watkins should be reclassified as a PPM 4.

**Agreement**

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

1. The reclassification for the position currently held by Diana Watkins and the appropriate wage adjustment from Range 63 to Range 68 is effective January 1, 2006, pursuant to the applicable collective bargaining agreement language cited above. Watkins will be placed on Range 68 at the beginning step or the next higher salary step as would constitute a minimum of a five percent (5%) increase over the salary received prior to this reclassification. This step placement is pursuant to Article 7, Section 5 of the applicable current collective bargaining agreement.

2. The classification of PPM 4 is hereby accreted into the Union’s non-commissioned bargaining unit, effective January 1, 2006.

**Effective Date**

The reclassification and range adjustments listed above are effective January 1, 2006.

**Conclusion**

This Agreement will be implemented once signed by the Union and fully ratified by the 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 the reclassification and resulting wage adjustment for King County Sheriff’s Office Automated Fingerprint Identification System Unit (AFIS) employee PPM 3/Training Coordinator Diana Watkins.

**APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2008

By: \_\_\_\_\_  
King County Executive

For Public Safety Employees Union:

\_\_\_\_\_  
Dustin Frederick  
Business Manager

\_\_\_\_\_  
Date