

**Memorandum of Agreement  
By and Between  
King County  
and  
King County Sheriff's Office  
and  
Public Safety Employees Union [212]  
Communications Specialists Supervisors - King County Sheriff's Office**

**Subject: 4/10 Alternative Work Schedules 12-month Pilot Project in the King County Sheriff's Office – Amended Agreement (superseding Memorandum of Agreement 212U0119)**

The King County Sheriff's Office (the Sheriff's Office), represented by Chief Patricia Cole-Tindall, the Public Safety Employees Union – Supervisors (the Union), represented by Dustin Frederick, and the Office of Labor Relations, represented by Angela Marshall, have discussed the concept of alternative work schedules at the Sheriff's Office as it relates to scheduling at the King County Regional Communications and Emergency Coordination Center (RCECC). Pursuant to the Collective Bargaining Agreement between the parties, which allows alternative work schedules to be implemented by mutual consent, the Parties hereby agree to the following 12-month pilot project, as amended:

**Facts**

The Sheriff's Office has been exploring alternative schedules to enhance operational needs. The 4/10 schedule is an alternative work schedule, which allows for better management of overtime, enhanced coverage, improved morale, and consistency for Communications Supervisors in planning their personal schedules. This 4/10 schedule will apply to Communications Supervisors for the 12-month period beginning April 1, 2020, through March 31, 2021.

**Agreement**

1. This change in schedule is approved, effective from the first day of the pay period following the last signature on this Memorandum of Agreement. The Pilot Project shall begin on April 1, 2020, and conclude on March 31, 2021, unless otherwise mutually agreed by the parties.
2. Personnel assigned to work a 4/10 schedule shall work four (4) consecutive ten (10) hour days, followed by three (3) consecutive days off, for a forty (40) hour week on an annualized basis. Shifts will continue to be assigned by management as set forth in Article 9, Section 2 of the Master Labor Agreement (MLA), Appendix 42 (Union's Appendix).
3. The Sheriff's Office shall give employees appropriate notice, as specified in Article 9, Section 2 of the Union's Appendix, of the change from their current work schedules to the precise work schedules and furlough days they will be working while on the 4/10 schedule.
4. The 4/10 schedule is considered to have holidays, as set forth in the MLA Article 4, Section 1 of the Union's Appendix. Therefore, holidays will be compensated consistent with MLA Article 10 and Article 4, Section 3 of the Union's Appendix.

5. Employees assigned to a 4/10 schedule will receive no more than a maximum of eight (8) hours per holiday for a total of ninety-six (96) hours per year of holiday pay in any one (1) calendar year. Pursuant to MLA Article 10, eligible employees receive two (2) additional personal holidays to be administered through the vacation plan. These days can be used in the same manner as any vacation day earned and can be used by those on a 4/10 shift to supplement their holiday pay throughout the calendar year.

6. Employees working the 4/10 schedule shall be paid at the rate of one and one half (1-1/2) times the regular rate of pay for all hours worked in excess of forty (40) hours in one week as provided by the Collective Bargaining Agreement, Article 8, Section 8.1. and Addendum F.

7. Vacation and sick leave shall be used on an hour for hour basis. Example: employee takes one (1) day vacation. Since they will be taking ten (10) hours off; (10) hours will be subtracted from their vacation bank.

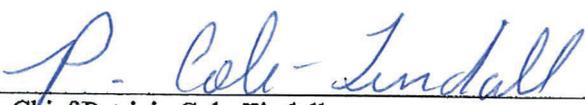
8. This Agreement, along with the pertinent Collective Bargaining Agreement, constitutes the full and complete agreement on the issue of a 4/10 schedule for the RCECC.

For the Public Safety Employees Union:

  
Dustin Frederick, Business Agent

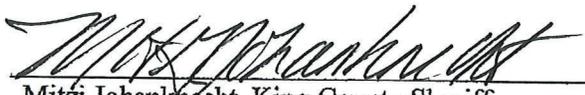
3/31/20  
Date

For King County Sheriff's Office:

  
Chief Patricia Cole-Tindall  
Technical Services Division, King County Sheriff's Office

4-3-2020  
Date

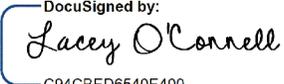
I concur:

  
Mitzi Johanknecht, King County Sheriff

2020 04 03  
Date

For King County:

DocuSigned by:

  
Lacey O'Connell

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Lacey O'Connell, Labor Relations Negotiator  
Office of Labor Relations, King County Executive Office

4/6/2020

Date