

**Settlement Agreement  
By and Between  
King County  
and  
Uniformed Command Association**

**Subject: Compensation Settlement for Implementation of Collective Bargaining Agreement  
Salary and Longevity adjustments, retroactive to the first full pay period of  
January 2018**

This Settlement Agreement is entered into by the Uniformed Command Association (the UCA) and King County (the County).

**Recitals:**

1. The UCA and the County are parties to a Collective Bargaining Agreement (CBA) effective from January 1, 2017, through December 31, 2020.
2. The CBA includes the following Salary/Range increases that must be implemented retroactively and prospectively.
  - a. Effective the first full pay period in January 2018, all bargaining unit members shall receive a \$0.29/hour and 0.25% salary adjustment.
  - b. Effective the first full pay period of January 2018, all bargaining unit members shall receive a longevity incentive.
3. The parties enter into this Agreement for the purpose of providing a negotiated agreement on a process to determine lump sum payments to employees in order to reflect the application of the retroactive increases above.

**Agreement:**

In consideration of the above, NOW THEREFORE, the parties agree to the following:

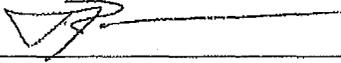
1. All 2018 wages in retro-eligible pay codes received in calendar year 2018 shall be totaled for each employee. The appropriate Salary adjustment shall be applied to all eligible earnings to establish the individual lump sum payment to employees, subsequent to the award being implemented by Council adoption and Executive signature. It is agreed that this lump sum calculation will represent the increase for 2018 earnings that were paid prior to the implementation of the prospective increase (see Attachment 1).

2. The UCA and the County agree that retroactive longevity payments to Captains in 2018 will be at the flat rate per pay period, which will be based on their respective current 2018 pay steps and will be paid via lump sum payments (see Attachment 2).

3. The UCA and the County agree that the impact of the retroactive longevity payments on FLSA overtime shall also be addressed via lump sum payments. These payments will be based upon the highest year-to-date FLSA impact for a single employee, which is \$168.02, so that amount will be paid to each member.

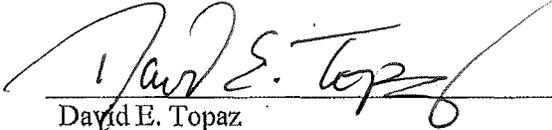
4. The parties agree that this shall be the negotiated calculation for retroactive earnings covering the period beginning on January 1, 2017, and extending through implementation of the prospective increase in salary and the addition of the longevity incentive.

For the Uniformed Command Association:

  
\_\_\_\_\_  
Troy A. Bacon  
President

4/4/18  
\_\_\_\_\_  
Date

For King County:

  
\_\_\_\_\_  
David E. Topaz  
Labor Relations Negotiator - Senior  
Office of Labor Relations  
King County Executive Office

4/4/18  
\_\_\_\_\_  
Date

**380E0118 - Attachment 1- Retroactive Hourly Wage**

<b>PeopleSoft Number</b>	<b>Name (Last, First, Middle)</b>	<b>Salary Adjustment - Lump Sum Payment</b>
000070574	Bacon, Troy Adam	203.21
000068756	Fields, Michelle Marie	195.46
000071425	Hardy, Jerry Lynn	222.86
000065174	Johnson, Roberta Claudette	215.12
000068338	Justus Jr., Douglas W.	186.21
000068079	Lollie, Kenneth Leslie	180.16
000065856	Manning, Lisaye Ishikawa	180.99
000070571	Owens, Dean Francis	189.32
000065283	Pierson, Barclay Keith	264.33
000069038	Stewart, Darren Dean	233.54
000069798	Taylor, Michael Troy	261.46
000067594	Urie, Ronald Eric	179.24
000066666	Weirich, David A.	179.23
000069768	Woodbury, Michael Dale	120.15

**380E0118 - Attachment 2 - Retro 2018 Longevity**

Name	2017 Retro Longevity (flat \$3000)	Jan-Mar 2018 Retro Longevity, by PPE					Total
		1/12/18	1/26/18	2/9/18	2/23/18	3/9/18	
Bacon, Troy Adam	3,000.00	233.47	233.47	233.47	233.47	233.47	4,167.35
Fields, Michelle Marie	3,000.00	233.47	233.47	233.47	233.47	233.47	4,167.35
Hardy, Jerry Lynn	3,000.00	233.47	233.47	233.47	233.47	233.47	4,167.35
Johnson, Roberta Claudette	3,000.00	233.47	233.47	233.47	233.47	233.47	4,167.35
Justus Jr., Douglas W.	3,000.00	233.47	233.47	233.47	233.47	233.47	4,167.35
Lollie, Kenneth Leslie	3,000.00	233.47	233.47	233.47	233.47	233.47	4,167.35
Manning, Lisaye Ishikawa	3,000.00	233.47	233.47	233.47	233.47	233.47	4,167.35
Owens, Dean Francis	N/A	N/A	222.71	222.71	222.71	222.71	890.84
Pierson, Barclay Keith	3,000.00	228.02	228.02	228.02	228.02	228.02	4,140.10
Stewart, Darren Dean	3,000.00	233.47	233.47	233.47	233.47	233.47	4,167.35
Taylor, Michael Troy	3,000.00	233.47	233.47	233.47	233.47	233.47	4,167.35
Urie, Ronald Eric	3,000.00	233.47	233.47	233.47	233.47	233.47	4,167.35
Weirich, David A.	3,000.00	233.47	233.47	233.47	233.47	233.47	4,167.35
Woodbury, Michael Dale	3,000.00	233.47	233.47	233.47	233.47	233.47	4,167.35