

**Coalition Labor Agreement (CLA) - Appendix for 370
Agreement Between King County
And
King County Prosecuting Attorneys Association
Prosecuting Attorney's Office**

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AGREEMENT BETWEEN

KING COUNTY

AND

KING COUNTY PROSECUTING ATTORNEYS ASSOCIATION

PREAMBLE:

These articles constitute an Agreement, the terms of which have been negotiated in good faith, between King County, referred to as the “County,” and the King County Prosecuting Attorneys Association, hereinafter referred to as the “Association.”

ARTICLE 1: PURPOSE

The intent and purpose of this Agreement and the parallel Agreement between the Association and the King County Prosecuting Attorney is to promote the continued improvement of the relationship between the County and the employees by providing a uniform basis for implementing the right of public employees to join organizations of their own choosing, and to be represented by such organizations in matters concerning their employment relations with the County and to set forth the wages, hours and other working conditions of such employees in appropriate bargaining units.

This Agreement and the MLA set forth the agreement of the parties on wages and wage-related matters. Matters not related to wages are covered in a separate but parallel Agreement between the King County Prosecuting Attorney and the Association. It is expressly understood and agreed by the parties that both Agreements are to be construed together, in *pari materia*.

ARTICLE 2: RECOGNITION

The County recognizes the Association as the exclusive bargaining representative of all full-time and regular part-time non-senior deputy prosecutors in the Criminal Division and the Juvenile Division of the King County Prosecutor’s Office.

ARTICLE 3: DEFINITIONS

Section 1. “Prosecuting Attorney” means the elected Prosecuting Attorney of King County.

Section 2. “County” means King County.

Section 3. “Deputy” means all full-time and regular part-time non-senior deputy prosecutors in

1 the Criminal Division and the Juvenile Division of the King County Prosecutor’s Office.

2 **Section 4.** “Regular part-time deputies” are those deputies employed in regular deputy
3 prosecutor positions regularly assigned to work less than full-time or sharing one full-time equivalent
4 position with another deputy.

5 **Section 5.** “Association” means the King County Prosecuting Attorneys Association.

6 **Section 6.** “Association representative(s)” means those members of the bargaining unit who
7 have been designated to represent the Association on matters referenced in this Agreement. The
8 Association shall give advance notice in writing to the County of the names of the Association
9 representative(s).

10 **ARTICLE 4: RIGHTS OF MANAGEMENT**

11 **Section 1.** The management of the King County Prosecuting Attorney’s Office and the
12 direction of the workforce is vested by both the Washington State Constitution and State law
13 exclusively in the King County Prosecuting Attorney’s Office. All matters, other than wages and
14 benefits directly related to wages, or otherwise not specifically and expressly covered or referenced
15 by the language of this Agreement, shall be administered for its duration by the King County
16 Prosecuting Attorney.

17 **ARTICLE 5: WORK STOPPAGES AND COUNTY PROTECTION**

18 **Section 1.** The County and the Association agree that the public interest requires efficient and
19 uninterrupted performance of all services and to this end pledge their best efforts to avoid or eliminate
20 any conduct contrary to this objective. Specifically, during the term of this Agreement the Association
21 shall not cause or condone any work stoppage, including any strike, slowdown or refusal to perform any
22 customarily assigned duties, sick leave absence which is not bona fide, or other interference with the
23 Prosecuting Attorney’s functions by employees under this Agreement and should same occur, the
24 Association agrees to take appropriate steps to end such interference. Any concerted action by any
25 employees in the bargaining unit shall be deemed a work stoppage if any of the above activities have
26 occurred.

27 **Section 2.** Upon notification in writing by the County to the Association that any employee(s)
28 covered by this Agreement are engaged in such a work stoppage, the Association shall immediately in

1 writing order such employee(s) to immediately cease engaging in such work stoppage and provide the
 2 County with a copy of such order. In addition, if requested by the County, a responsible official of the
 3 Association shall publicly order such employee(s) to cease engaging in a work stoppage.

4 **ARTICLE 6: VACATIONS**

5 **Section 1.** Regular full-time deputies shall receive vacation benefits as indicated in the
 6 following table:

Beginning With Year	Ending With Year	Months of Service	Vacation Accrual Rate	Approximate Days Accrued Per Year (based on 2080 hours)
0	2	000 thru 024	0.0462 X Basis Hours	12
3	3	025 thru 036	0.0500 X Basis Hours	13
4	5	037 thru 60	0.0577 X Basis Hours	15
6	6	61 thru 72	0.0616 X Basis Hours	16
7	8	73 thru 96	0.0654 X Basis Hours	17
9	10	97 thru 120	0.0693 X Basis Hours	18
11	12	121 thru 144	0.0731 X Basis Hours	19
13	16	145 thru 192	0.0770 X Basis Hours	20
17	17	193 thru 204	0.0808 X Basis Hours	21
18	18	205 thru 216	0.0847 X Basis Hours	22
19	19	217 thru 228	0.0885 X Basis Hours	23
20	20	229 thru 240	0.0924 X Basis Hours	24
21	21	241 thru 252	0.0962 X Basis Hours	25
22	22	253 thru 264	0.1001 X Basis Hours	26
23	23	265 thru 276	0.1039 X Basis Hours	27
24	24	277 thru 288	0.1077 X Basis Hours	28
25	25	289 thru 300	0.1116 X Basis Hours	29
26	99	301 and up	0.1154 X Basis Hours	30

1 **ARTICLE 7: CLASSIFICATION AND SALARY ADMINISTRATION**

2 **Section 1. Rates of Pay.**

3 (a) Upon hire full-time deputies shall be paid at the rate of pay determined by the
4 Prosecuting Attorney in their appointment, provided it is a rate that is set forth in the Addendum A salary
5 schedule to this Agreement. Deputies shall advance a single step each year on their anniversary date
6 until they reach the top step within the pay range, although the Prosecuting Attorney may advance a
7 deputy to a higher step at any time. Steps 6, 8, and 10 shall not be used for automatic single step
8 anniversary date step progression but may otherwise be used by the Prosecuting Attorney (e.g., A deputy
9 at step 5 would advance to step 7 on their anniversary date, however a deputy at step 4 could, at the
10 Prosecuting Attorney’s discretion, be advanced to step 6 on their anniversary). Decisions concerning
11 step placement or advancement are within the sole discretion of the Prosecuting Attorney and are not
12 subject to the dispute resolution provisions of this Agreement, nor are they subject to the dispute
13 resolution provisions of the parallel Agreement between the Association and the King County
14 Prosecuting Attorney; however, if a deputy is, for disciplinary reasons, not advanced into a higher step
15 on their anniversary date according to the standard yearly progression, that decision is subject to the
16 dispute resolution procedures set forth in Article 18 of the parallel Agreement.

17 (b) Regular part-time deputies shall be paid at a salary equivalent to the hourly rate of
18 pay for their classification, based on a full-time employee’s workweek.

19 **ARTICLE 8: MISCELLANEOUS**

20 **MLA Working Conditions.** Any working condition provisions in the Coalition Labor
21 Agreement shall not apply to employees represented by the Association, unless separately negotiated in
22 the working conditions collective bargaining agreement or a memorandum of agreement between the
23 Association and the King County Prosecuting Attorney.

24 **ARTICLE 9: WAIVER CLAUSE**


25 The parties acknowledge that each has had the unlimited right within the law and the opportunity
26 to make demands and proposals with respect to any matter deemed a proper subject for collective
27 bargaining. The results of the exercise of that right and opportunity are set forth in this Agreement and
28 in the separate but parallel Agreement between the Association and the King County Prosecuting

1 Attorney. Therefore, the County and the Association, for the duration of this Agreement and the
2 Agreement between the Association and the King County Prosecuting Attorney, each agree to waive the
3 right to oblige the other party to bargain with respect to any subject or matter not specifically referred to
4 or covered by this Agreement or the Agreement between the Association and the King County
5 Prosecuting Attorney.

6 **ARTICLE 10: SUPREMACY AND EXTRA AGREEMENTS**


7 The County agrees not to enter into any agreement or contract with deputies covered by the
8 provisions of this Agreement, individually or collectively, which is inconsistent with the terms of this
9 Agreement and not approved by the Association.


10 For the King County Prosecuting Attorneys Association:

11 DocuSigned by:
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13 72A6FFE0A65DF445...
Michael Tabor, President

DocuSigned by:

C0412A1C43A7442
Roxanne Reese, Vice-President


14 DocuSigned by:
15 
5096F44B26D74C9...
Evan Boeshans, Secretary

DocuSigned by:

E1101A3E4566400...
Marlana Kuper, Treasurer

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18 For King County:

19 DocuSigned by:
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0BBD210A728E4E7...
Sasha P. Alessi
21 Labor Manager
22 Office of Labor Relations

23 Approved as to form for the King County
24 Prosecuting Attorney's Office:

25 DocuSigned by:
26 
0EBBBB63D0264FE...
Leesa Manion
27 Prosecuting Attorney Chief of Staff
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Addendum A: Deputy Prosecuting Attorney Annual Salary Schedule

Deputy Prosecuting Attorney

PeopleSoft Job Code: 007230

	2021 (1.5% GWI)	2022 (3% GWI)	2023 (4% GWI)	2024 (4% GWI)
Step 1	\$71,835.48	\$73,990.54	\$76,950.17	\$80,028.17
Step 2	\$76,078.78	\$78,361.14	\$81,495.59	\$84,755.41
Step 3	\$87,867.30	\$90,503.32	\$94,123.45	\$97,888.39
Step 4	\$100,599.95	\$103,617.95	\$107,762.66	\$112,073.17
Step 5	\$108,302.03	\$111,551.09	\$116,013.13	\$120,653.66
Step 6	\$111,131.25	\$114,465.18	\$119,043.79	\$123,805.54
Step 7	\$113,961.31	\$117,380.15	\$122,075.35	\$126,958.37
Step 8	\$116,475.75	\$119,970.02	\$124,768.82	\$129,759.57
Step 9	\$119,619.11	\$123,207.69	\$128,136.00	\$133,261.43
Step 10	\$122,919.55	\$126,607.14	\$131,671.43	\$136,938.28
Step 11	\$126,063.97	\$129,845.89	\$135,039.73	\$140,441.32