

**FIRST SIDE LETTER OF AGREEMENT  
BETWEEN THE KING CITY CONFIDENTIAL EMPLOYEES ASSOCIATION  
AND THE CITY OF KING**

This side letter is entered into by and between the King City Confidential Employees Association ("KCCEA") and the City of King ("City").

**RECITALS**

1. A Memorandum of Understanding (MOU) between the King City Confidential Employees Association ("KCCEA") and the City is in effect for the period of July 1, 2019 to June 30, 2022.
2. MOU Article II, Section 1 – SALARY states:
  - 1.1 Effective July 6, 2019, employees shall receive a three percent (3%) base salary increase.
  - 1.2 Effective July 4, 2020, employees shall receive a three percent (3%) base salary increase.
  - 1.3 Effective July 3, 2021, employees shall receive a three percent (3%) base salary increase."
3. The parties have discussed the staff's budget strategy to address projected revenue losses in FY 2020-21 due to the COVID-19 disease and have mutually agreed to eliminate the 3% base salary increase effective July 4, 2020. A reopener clause was agreed upon in the event another bargaining unit negotiates a base salary increase during the FY 2020-21, allowing both parties to revisit discussion of a similar base pay increase for KCCEA members.
4. As a result, the effective date of the salary schedule in Appendix B-2 will be changed from 7/4/20 to 7/3/21, and the salary schedule in Appendix B-3 will be eliminated.

**AGREEMENT**

It is therefore agreed that the City and KCCEA will implement the following changes, effective May 26, 2020:

1. **ARTICLE II, SECTION 1** is amended to read as follows:

**SECTION 1 – SALARY**

- 1.1 Effective July 6, 2019, employees shall receive a three percent (3%) base salary increase.
- 1.2 Effective July 3, 2021, employees shall receive a three percent (3%) base salary increase.

1.3 In the event any other City of King bargaining unit receives a base salary increase during FY 2020-21, the City and KCCEA shall meet and confer regarding a base salary increase up to a maximum of 3%..

2. **Appendix B-2** is amended as follows:

**KCCEA**  
**APPENDIX B-2**  
**SALARY SCHEDULE**  
**EFFECTIVE JULY 3, 2021**

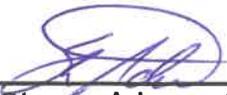
| <b>TITLE</b>            | <b>A</b>   | <b>B</b>   | <b>C</b>   | <b>D</b>   | <b>E</b>   | <b>F</b>   |
|-------------------------|------------|------------|------------|------------|------------|------------|
| Executive Assistant     | 45,899.56  | 48,194.54  | 50,604.27  | 53,134.48  | 55,791.20  | 58,580.76  |
| Police Captain          | 112,742.05 | 118,676.24 | 124,921.90 | 131,497.42 | 138,419.02 | 145,704.01 |
| Recreation Coordinator  | 62,847.72  | 65,989.04  | 69,288.44  | 72,752.28  | 76,390.10  | 80,210.41  |
| Human Resources Manager | 75,226.54  | 78,987.87  | 82,937.26  | 87,084.12  | 91,438.33  | 96,010.25  |
| Public Works Supervisor | 60,802.30  | 63,842.42  | 67,034.54  | 70,386.26  | 73,905.58  | 77,600.86  |

3. **Appendix B-3** is eliminated.

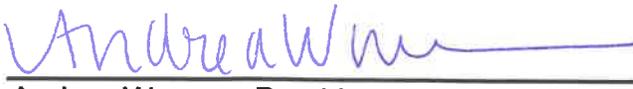
All provisions approved in Side Letters of Agreement amending the existing MOU shall be incorporated herein and remain in effect through the extension of the MOU as provided by this side letter of agreement. All other terms and conditions of employment outlined in the MOU and previous side letters remain unchanged and in full effect.

Agreed to this 26<sup>th</sup> day of May, 2020.

FOR THE CITY OF KING:

  
\_\_\_\_\_  
Steven Adams, City Manager

FOR THE ASSOCIATION:

  
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Andrea Wasson, President