

**FIRST SIDE LETTER OF AGREEMENT
BETWEEN THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 521
AND THE CITY OF KING**

This side letter is entered into by and between the Service Employees International Union Local 521 ("SEIU") and the City of King ("City").

RECITALS

1. A Memorandum of Understanding (MOU) between the Service Employees International Union Local 521 ("SEIU") 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.
 - 1.4 Effective July 6, 2019 the Code Enforcement Officer position shall receive a 7% equity adjustment."
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 SEIU members.
4. As a result, the effective date of the salary schedule in Appendix C will be changed from 7/4/20 to 7/3/21 and Appendix D will be eliminated.

AGREEMENT

It is therefore agreed that the City and SEIU will implement the following changes to the MOU 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 Effective July 6, 2019 the Code Enforcement Officer position shall receive a 7% equity adjustment.
- 1.4 In the event any other City of King bargaining unit receives a base salary increase during FY 2020-21, the City and SEIU shall meet and confer regarding a base salary increase up to a maximum of 3%.

2. **APPENDIX C** is amended as follows:

APPENDIX C

**SALARY SCHEDULE
EFFECTIVE 7/3/21**

Title	A	B	C	D	E	F
Accountant	\$49,626.01	\$52,108.44	\$54,713.87	\$57,450.64	\$60,323.53	\$63,339.70
Accounting Technician	\$41,356.00	\$43,424.10	\$45,596.08	\$47,876.72	\$50,270.80	\$52,785.47
Administrative Assistant	\$41,356.00	\$43,424.10	\$45,596.08	\$47,876.72	\$50,270.80	\$52,785.47
Assistant Planner	\$71,644.33	\$75,227.69	\$78,990.14	\$82,940.06	\$87,088.20	\$91,442.91
Building Inspector	\$63,143.87	\$66,302.14	\$69,618.03	\$73,099.88	\$76,754.87	\$80,593.75
Code Enforcement Officer	\$49,375.80	\$51,844.59	\$54,437.08	\$57,159.63	\$60,018.64	\$63,020.46
Customer Service Assistant	\$41,356.00	\$43,424.10	\$45,596.08	\$47,876.72	\$50,270.80	\$52,785.47
Maintenance Worker I	\$34,049.59	\$35,752.32	\$37,541.01	\$39,418.05	\$41,389.44	\$43,459.91
Maintenance Worker II	\$39,427.61	\$41,398.99	\$43,469.48	\$45,643.84	\$47,926.88	\$50,323.34
Maintenance Worker I/Wastewater Services	\$37,454.55	\$39,327.55	\$41,295.11	\$43,359.86	\$45,528.38	\$47,805.92
Maintenance Worker II/Wastewater Services	\$43,369.59	\$45,538.88	\$47,816.42	\$50,208.23	\$52,719.55	\$55,355.67
Police Clerk I	\$33,450.18	\$35,123.04	\$36,879.50	\$38,724.31	\$40,661.06	\$42,694.53
Police Clerk Supervisor	\$43,407.38	\$45,578.17	\$47,857.61	\$50,250.50	\$52,763.97	\$55,402.83
Senior Accountant	\$52,107.31	\$54,713.87	\$57,449.56	\$60,323.17	\$63,339.70	\$66,506.68
Senior Maintenance Worker	\$45,615.19	\$47,897.02	\$50,292.29	\$52,806.96	\$55,448.21	\$58,220.80
Street Sweeper Operator	\$39,427.61	\$41,398.99	\$43,469.47	\$45,643.84	\$47,926.88	\$50,323.34

3. **APPENDIX D** 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.

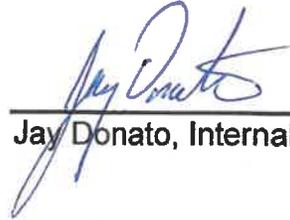
Agreed to this 26th day of May, 2020.

FOR THE CITY OF KING:



Steven Adams, City Manager

FOR THE UNION:



5-21-20

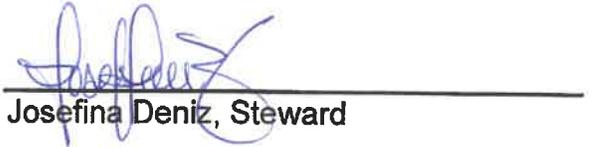
Jay Donato, Internal Organizer



Maricruz Aguilar, Steward



Ramon Ramos, Steward



Josefina Deniz, Steward