

**THIRD 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. On May 26, 2020, City entered into the First Side Letter of Agreement to eliminate the salary increase scheduled to take effect on July 4, 2020 as part of the City’s budget adjustments to address the financial impact of the pandemic.
3. Since the financial impact of the pandemic to the City’s revenues in FY 2020-21 has been less than projected, the City and KCCEA have agreed to add a two percent (2%) base salary increase effective May 22, 2021.

AGREEMENT

It is therefore agreed that the City and KCCEA will implement the following changes, effective May 15, 2021:

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 May 22, 2021, employees shall receive a two percent (2%) base salary increase.
 - 1.3 Effective July 3, 2021, employees shall receive a three percent (3%) base salary increase.
2. **Appendix B-2** is amended as follows:

KCCEA
APPENDIX B-2
SALARY SCHEDULE
EFFECTIVE MAY 22, 2021

CLASSIFICATION	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
EXECUTIVE ASSISTANT	45453.93	47726.63	50112.96	52618.61	55249.54	58012.02
HUMAN RESOURCES MANAGER	74496.19	78221.00	82132.05	86238.65	90550.58	95078.11
POLICE CAPTAIN	111647.47	117524.04	123709.07	130220.748	137075.148	144289.404
PUBLIC WORKS SUPERVISOR	60211.99	63222.59	66383.72	69702.90	73188.05	76847.45
RECREATION COORDINATOR	62237.54	65349.42	68616.89	72047.74	75650.12	79432.63

3. **Appendix B-3** is amended as follows:

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


CLASSIFICATION	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
EXECUTIVE ASSISTANT	46817.55	49158.43	51616.35	54197.17	56907.03	59752.38
HUMAN RESOURCES MANAGER	76731.08	80567.63	84596.01	88825.81	93267.10	97930.46
POLICE CAPTAIN	114996.89	121049.76	127420.34	134127.37	141187.40	148618.09
PLANNER	76731.08	80567.63	84596.01	88825.81	93267.10	97930.46
PUBLIC WORKS SUPERVISOR	62018.35	65119.26	68375.23	71793.99	75383.69	79152.87
RECREATION COORDINATOR	64104.67	67309.90	70675.40	74209.17	77919.63	81815.61

Agreed to this ___ day of May 2021.

FOR THE CITY OF KING:

FOR THE ASSOCIATION:

 Steven Adams, City Manager



 Andrea Wasson, President