



KING COUNTY HOUSING AUTHORITY

TO: Board of Commissioners

FROM: Connie Davis

DATE: December 12, 2013

RE: **Resolution No. 5455:** A Change in the Salary Schedule for Represented KCHA Employees Authorizing a 1.4% Cost of Living Adjustment (COLA)

Executive Summary: Resolution No. 5455 authorizes an increase in hourly rates for maintenance employees represented by the Seattle/King County Building and Construction Trades Council ("Council") of 1.4%, which represents 100% of the Consumer Price Index for Clerical Workers (CPI-W) for the Seattle Tacoma area annualized for the first six months of 2013.

Background: The current collective bargaining agreement (CBA) with the Council expired on October 31, 2013. All contract language was open for negotiation. Included in the economic package offered by the Authority was a cost of living increase to be paid effective with the first full pay period paid in November. As in the past, the percentage increase reflects 100% of the CPI-W for the Seattle-Tacoma area based on first half of the calendar year or 1.4%. This is the same increase awarded to non-represented employees as adopted by the Board via Resolution No. 5446 in October 2013.

The impact on the Authority's payroll, including benefits of this COLA is estimated at \$65.6 thousand dollars and is within the estimates used in preparing the KCHA Operating Budget. Exhibit A reflects the new hourly and annual pay rates for employees covered by the CBA.

On December 11, 2013, the Council accepted the Authority's offer and recommended passage at a vote by the members to be taken sometime in the week ending December 20.

Based on that recommendation, authorization is requested from the Board to pay this cost of living increase to KCHA's maintenance employees. The increase will not be paid to employees until the vote occurs and the CBA accepted. Payments will be made retroactively to the effective date of the contract.

THE HOUSING AUTHORITY OF THE COUNTY OF KING

RESOLUTION NO. 5455

A RESOLUTION RELATING TO THE SALARY SCHEDULE FOR HOUSING AUTHORITY EMPLOYEES REPRESENTED BY THE SEATTLE/KING COUNTY BUILDING AND CONSTRUCTION TRADES COUNCIL AUTHORIZING A PAY INCREASE OF 100% OF THE COST OF LIVING EFFECTIVE AT THE BEGINNING OF THE FIRST TWO WEEK PAY PERIOD OCCURRING ENTIRELY IN NOVEMBER

WHEREAS, in December 2013 the Authority reached an agreement for wages, benefits and other working conditions for maintenance employees covered by the long standing collective bargaining agreement between the King County Housing Authority and the Seattle/King County Building and Construction Trades Council (the "Council") and,

WHEREAS, the Council has accepted the Authority's offer for wages and benefits, including recommendations for its ratification; and

WHEREAS, pursuant to this agreement, the wages and benefits paid to employees represented the Council include a cost of living adjustment; and,

WHEREAS, the negotiated percentage increase in wages for such employees is based on the annualized consumer price index increase for Urban Wage Earners and Clerical Workers in the Seattle-Tacoma area as issued by the U.S. Department of Labor, Bureau of Labor Statistics calculated using the first half of the calendar year and updated for a revision to the consumer price index for 2013, effective at the beginning of the first two-week pay period occurring entirely in November; and

WHEREAS, the above referenced index is 1.4%.

NOW, THEREFORE, BE IT RESOLVED, BY THE BOARD OF COMMISSIONERS OF THE HOUSING AUTHORITY OF THE COUNTY OF KING:

SECTION 1: The Exhibit A attached to the Collective Bargaining Agreement ("CBA") is hereby amended to reflect a 1.4% cost of living increase in all positions, a copy of

which is attached hereto and made a part hereof The rates set forth in the Maintenance Salary Schedule are increased effective at the beginning of the first two week pay period occurring entirely in November 2013 based on the percentage increase equal to the annualized consumer price index increase for Urban Wage Earners and Clerical Workers in the Seattle-Tacoma area as issued by the U.S. Department of Labor, Bureau of Labor Statistics.

SECTION 2: The wages indicated in Exhibit A will not be effective until the represented union members ratify the negotiated CBA.

ADOPTED BY THE BOARD OF COMMISSIONERS OF THE HOUSING AUTHORITY OF THE COUNTY OF KING AT A MEETING THEREOF THIS 16th DAY OF DECEMBER 2013.

**THE HOUSING AUTHORITY OF THE
COUNTY OF KING, WASHINGTON**

DOUGLAS J. BARNES, Chair
Board of Commissioners

STEPHEN J. NORMAN
Secretary

Exhibit A

Maintenance Wage Rates November 2, 2013-October 31, 2014

at 1.4% increase

POSITION	POS #	Term	of RMM2	HOURLY	Per Year
Landscape/Cleaner 1	20713			17.12	36,100.37
Landscape/Cleaner 2				17.85	37,640.20
Landscape/Cleaner 3				18.54	39,094.48
Landscape/Cleaner 4				19.27	40,634.31
Landscape/Cleaner 5				19.96	42,088.59
Laborer 1	20704			22.42	47,285.50
Laborer 2				23.17	48,868.10
Laborer 3				23.90	50,407.93
Laborer 4				24.61	51,904.98
Laborer 5				25.34	53,444.81
Site Based Maintenance Mechanic 1	20715			24.02	50,664.56
Site Based Maintenance Mechanic 2				24.64	51,969.14
Site Based Maintenance Mechanic 3				25.27	53,295.10
Site Based Maintenance Mechanic 4				25.93	54,685.22
Site Based Maintenance Mechanic 5				26.60	56,096.73
Regional Maintenance Mechanic Apprentice 1		0-6 mos	60%	17.51	36,934.45
Regional Maintenance Mechanic Apprentice 2		7-12 mos	65%	18.97	40,012.11
Regional Maintenance Mechanic Apprentice 3		13-18 mos	70%	20.43	43,093.75
Regional Maintenance Mechanic Apprentice 4		19-24 mos	75%	21.89	46,173.40
Regional Maintenance Mechanic Apprentice 5		25-30 mos	80%	23.35	49,253.06
Regional Maintenance Mechanic Apprentice 6		31-36 mos	85%	24.81	52,332.71
Regional Maintenance Mechanic Apprentice 7		37-42 mos	90%	26.26	55,390.97
Regional Maintenance Mechanic Apprentice 8		43-48 mos	95%	27.72	58,470.63
Regional Maintenance Mechanic 1	20702			28.44	59,989.07
Regional Maintenance Mechanic 2				29.18	61,550.28
Regional Maintenance Mechanic 3				29.89	63,047.33
Regional Maintenance Mechanic 4				30.62	64,587.16
Regional Maintenance Mechanic 5				31.36	66,148.37
Maintenance Operations Specialist	20703			32.93	69,463.28

(1) Plumbers, painters, electricians, carpenters

(2) Plumbers, painters, carpenters on the job (OJT)

(3) Painters, carpenters, on the job (OJT)