

**Memorandum of Agreement**  
**By and Between**  
**King County**  
**and**  
**Public Safety Employees Union**  
**(Representing Non-commissioned Employees in the**  
**Department of Adult and Juvenile Detention)**

**Subject: Breaking of Ties for Seniority Purposes**

**Introduction:**

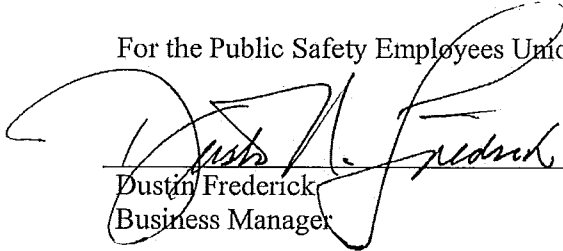
The parties have discussed a mechanism for breaking ties in seniority for employees hired on the same day, in the interest of clarifying and formalizing the practice to be used. The parties have reached agreement on the process to break ties in seniority placement, by classification within the bargaining unit.

**Agreement:**

1. The Department of Adult and Juvenile Detention will maintain and update a seniority list of Union members by classification.
2. Classification seniority will be defined as the date of hire into the County, in the particular classification.
3. When two or more employees are hired on the same day, into the same classification, seniority ties will be broken in the following manner:
  - a. Date of application - the earliest date of application will attain highest seniority.
  - b. Test Score - if two or more employees have the same date of application, then the highest test score will be used to break the tie.
  - c. Coin Flip - if two or more employees have the same date of hire, application date, and test score, a coin toss will be used to break the tie.
4. This agreement shall take effect upon the signature of all parties, and shall be applied to the current seniority list.

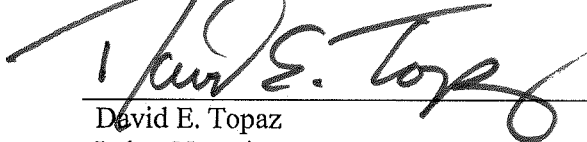
5. It is the intention of the parties that the terms of this agreement shall be rolled into the successor Collective Bargaining Agreement.

For the Public Safety Employees Union:

  
Dustin Frederick  
Business Manager

6/3/16  
Date

For King County:

  
David E. Topaz  
Labor Negotiator  
Office of Labor Relations  
King County Executive Office

6/3/16  
Date