

**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: Implementation of Article 8, Section 10 (Overtime Wheel) of the current collective bargaining agreement**

The parties, Dustin Frederick for the Public Safety Employees Union and Deborah Bellam for King County, have met to discuss the implementation of Article 8, Section 10 of the current collective bargaining agreement. The parties acknowledge that an overtime “wheel” rotation has been developed by the Department of Adult and Juvenile Detention (DAJD) consistent with Article 10, Section 8 and that this rotation will be implemented by DAJD. The DAJD rotation policy is outlined below:

Mandatory Overtime

Mandatory overtime shall be defined as anytime an employee is directed by his/her supervisor not to leave work at the end of his/her shift, or if the employee is required to stay five (5) minutes or longer after his/her shift (resulting in overtime) as a result of late relief.

1. Ten (10) day “wheel”. Mandatory overtime shall be assigned in reverse seniority order; however, a less senior employee shall not be required to work mandatory overtime within ten (10) days of previously working mandatory overtime as long as there are employees eligible for mandatory overtime on that shift who have not been subject to mandatory overtime within the last ten (10) days.

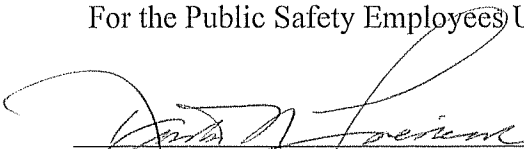
2. In cases where all eligible employees have worked mandatory overtime during the ten (10) day period, mandatory overtime assignments shall be based first on prior mandatory date (oldest date first), with reverse seniority as the tie breaker.

3. Whenever possible, employees shall be relieved from their mandatory overtime shift in the order of reverse mandatory (the last person who was given mandatory overtime shall be the first eligible to be relieved).

Mandatory Overtime before Vacation Period

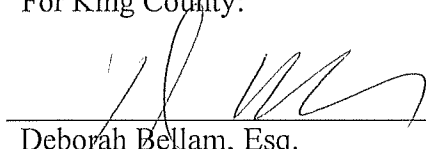
1. No employee shall be considered for mandatory overtime as an extension of an employee's last shift prior to pre-approved vacation of a full day or more in duration.

For the Public Safety Employees Union:

  
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Dustin Frederick  
Business Manager

3/18/10  
Date

For King County:

  
\_\_\_\_\_  
Deborah Bellam, Esq.  
Labor Negotiator  
Human Resources Division  
Department of Executive Services

3/22/10  
Date