

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY
AND
KING COUNTY CORRECTIONS GUILD**

Subject: Implementation of Interest Arbitration Award and Resulting Salary Schedule

This Memorandum of Agreement is entered into by the King County Corrections Guild (the "Guild") and King County (the "County").

I. RECITALS

1. The Guild and the County are parties to an interest arbitration award agreement effective from January 1, 2007, to December 31, 2010. The parties have a two-year economic agreement that provides for a wage reopener for wages for 2012. At the time of signature below, the parties are currently in the ratification process for a successor collective bargaining agreement to cover January 1, 2011, through December 31, 2012.

2. The parties negotiated to impasse over wages for 2012, resulting in an interest arbitration proceeding in front of arbitrator Michael Cavanaugh.

3. Arbitrator Cavanaugh has awarded a 3.5% increase across the board for this bargaining unit in his award dated March 11, 2013 (attached as Addendum A).

II. AGREEMENT

In consideration of the above, NOW THEREFORE, the parties agree to the following:

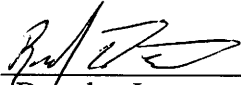
1. Applying Arbitrator Cavanaugh's award, the new salary schedule for Corrections Officers is as follows:

	<u>Hourly</u>
Start	\$25.1698
12 Months	\$27.1539
24 Months	\$28.4232
36 Months	\$29.7333
48 Months	\$30.9878
60 Months	\$32.6048
72 Months	\$33.5830

2. Applying Arbitrator Cavanaugh's award, the new salary schedule for Corrections Supervisors (Sergeants) is as follows:

	<u>Hourly</u>
Start	\$35.2617
12 Months	\$36.1727
24 Months	\$37.4828
36 Months	\$38.6117
48 Months	\$39.7702
60 Months	\$40.9633

For the King County Corrections Guild:

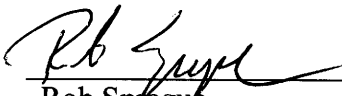
 on behalf

Douglas Justus
President

3/27/13

Date

For King County:



Rob Sprague
Labor Negotiator
Office of Labor Relations

3/27/13

Date