

Memorandum of Understanding
By and Between
King County
and
Technical Employee Association
 (representing employees in the King County Wastewater Treatment Division,
 Department of Natural Resources and Parks, Staff)

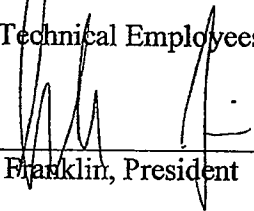
Subject: Clarification of collective bargaining agreement language in Section 19.13

Section 19.13 of the collective bargaining agreement (CBA) contains the sentence "The parties agree that the County will fully fund the monies necessary to implement the negotiated results of the joint salary survey for the successor agreement". This Memorandum of Understanding is to memorialize the parties' mutual understanding of the meaning of that sentence.

The sentence language was intended solely to confirm the parties' agreement to study compensation and to negotiate in good faith regarding any pay range changes. The sentence referenced above in Section 19.13 of the CBA was intended to confirm the County's promise to conduct a salary study commencing at least six months prior to the expiration of the CBA.

It is now and has always been the understanding of the Technical Employees Association and King County that any negotiated pay range changes arising from the compensation study and negotiation provided by Section 19.13 would be subject to King County Council review and approval or rejection. It further always was our mutual understanding that this language does not restrict the County's authority regarding layoffs due to lack of work or funds, consistent with provisions of the CBA and the laws that govern collective bargaining in the state of Washington, nor does it restrict the County's authority regarding appropriations.

For Technical Employees Association:

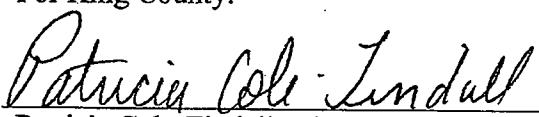


 Adé Franklin, President

4-12-11

 Date

For King County:



 Patricia Cole-Tindall, Director Office of Labor
 Relations

4-12-11

 Date