cba Code: 181   **Union Code:** PMA01

ADDENDUM A
PUGET SOUND POLICE MANAGERS ASSOCIATION

Job Class Code	MSA Job Code	Peoplesoft Job Code	Classification
5130100	3145	514101	Captain

King County Pay Range 73:

Refer to the King County Standardized Salary Schedule for rates:

Step 1 for 6 months	Step 2 for 12 months	Step 3 for 12 months	Step 4 for 12 months	Step 5 for 12 months	Top Step
Range 73, Step 5	Range 73, Step 6	Range 73, Step 7	Range 73, Step 8	Range 73, Step 9	Range 73, Step 10

Section 1.

a) All step increases are based upon satisfactory performance during previous service.

b) Satisfactory performance shall mean an overall rating of "Meets Standards" or the equivalent on the applicable performance appraisal form.

c) If the performance of the employee is rated "Unsatisfactory" or "Improvement Needed" on any factor or overall rating, specific facts on which the rating is based must be provided; such facts shall include time, place and frequency of unacceptable performance.

d) The employee, if denied a step increase, shall be placed on either monthly or quarterly evaluations and at such time that the employee's performance becomes "Satisfactory" as defined supra, the employee shall receive the previously denied step increase the first of the month following attaining a "Satisfactory" evaluation. The date on which an employee would be entitled to a future step increase will not be affected by the above action.

e) Newly promoted Captains will be placed no lower than Step 5, Range 73 (which is the first step of the Captain's pay range).

Section 2. Longevity/Education Incentive: Employees covered by this Agreement shall receive longevity/education incentive payment in accordance with the following schedule:

MINIMUM YEARS OF KING COUNTY LAW ENFORCEMENT SERVICE													
Years	2	3	4	5	6	7	8	9	10	11	12	13	14
Longevity				1%	2%	3%	4%	5%	6%	7%	8%	9%	10%
Associate's Degree			2%*										
Bachelor's Degree			4%*										
Master's Degree			6%*										

The above percentage rates are based upon the employee's base rate.