

**MEMORANDUM OF AGREEMENT BETWEEN
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925
AND
KING COUNTY**

Discontinuation of Existing Productivity Recognition Program

Background

King County and Service Employees International Union Local 925 are parties to a labor agreement known as "Department of Executive Services - Facilities Management Division" (cba Code: 012). This collective bargaining agreement provides for a Productivity Recognition Program that compensates participating bargaining unit members that meet productivity standards annual amounts of \$2,400 or \$2,700 depending on their classification.

The County may seek to implement the Employee Accountability and Performance Appraisal System or EPAS for these bargaining unit employees in the near future. In any event, the County and the Union have agreed to phase out the existing productivity pay program for existing and newly hired bargaining unit employees.

The phase out and discontinuation of the existing productivity initiative will be conducted as follows.

Agreement

1.) Bargaining unit employees employed at the time of implementation of this agreement will continue to receive productivity pay pursuant to Article 25 of the parties collective bargaining agreement but will be held at pay ranges of the existing 2012 salary schedule and will forgo previously negotiated cost of living increases until such time (early 2015 based on Economic Forecasting Council Estimate) as the 2012 negotiated pay ranges and the new derived hourly productivity pay rate fall in line with the squared hourly salary table.

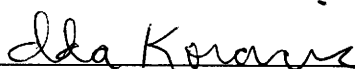
2.) Employees will continue to step progress annually on the frozen 2012 salary table during this period where existing bargaining unit members will be held at pay ranges of the existing 2012 salary schedule.

3.) Employees hired into bargaining unit positions after enactment of this agreement will not participate in the Productivity Recognition Program but will be eligible for COLA increase as provided for in the underlying collective bargaining agreement.

4.) This agreement expires December 31, 2015.

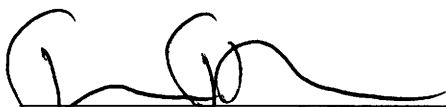
5.) In no event will an inspection with an unsatisfactory outcome affect employees' wages as established in this agreement.

Service Employees International Union,
Local 925:



Ida Kovacic

King County:



James J. Johnson