

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
KING COUNTY CORRECTIONS GUILD  
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

WHEREAS, the parties' interest arbitration award agreement expires on December 31, 2010 and the parties are currently in negotiations for a successor agreement;

NOW THEREFORE, King County and the King County Corrections Guild have reached the following agreement:

1. The parties have agreed upon a two (2) year economic agreement to be effective January 1, 2011 through December 31, 2012.
2. The successor collective bargaining agreement will include all existing tentative agreements reached by the parties' in the current negotiation process.
3. The economic agreement and successor collective bargaining agreement will include a zero COLA for 2011 and will have a COLA reopener for 2012 which is limited to negotiating what, if any, across-the-board wage increase should apply to this Bargaining Unit.
4. The economic agreement and successor collective bargaining agreement will change the application of longevity to be based on the employee's current pay rate, with the language to be adjusted as follows:

"Longevity Incentive: Additional compensation added to base monthly salaries of Corrections Officers and Corrections Supervisors. Calculation of same to be on a percentage basis using the employee's current pay step as the base. Amounts as follows:

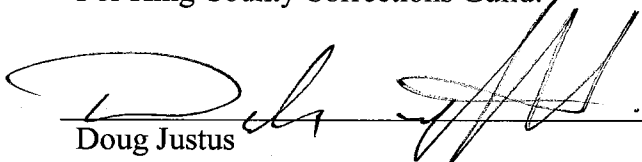
After 6 years of service:	1%
After 8 years of service:	2%
After 10 years of service:	3%
After 12 years of service:	4%
After 15 years of service:	5%."

5. The parties agree to continue bargaining on all currently open non-economic issues and that if resolution is not made, the remaining non-economic issues that are mandatory subjects of negotiations shall be eligible for mediation and interest arbitration. If arbitration is the outcome, the parties shall use the contractual grievance process for the selection of an arbitrator. The parties agree to equally share the cost of the arbitration.

6. Subject to the King County's budget process, the Executive shall propose and advocate for the reinstatement of four (4) Corrections Officer positions that were eliminated in the Budget submitted by the Executive to the King County Council.

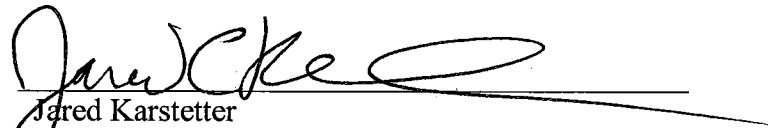
7. This agreement shall expire on December 31, 2012.

For King County Corrections Guild:

  
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Doug Justus  
President  
King County Corrections Guild

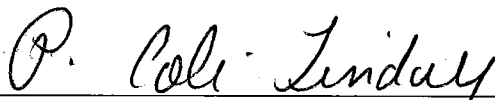
1/4/2011  
Date

Approved as to Form for King County  
Corrections Guild:

  
\_\_\_\_\_  
Jared Karstetter  
Legal Advisor  
King County Corrections Guild

4 JAN 11  
Date

For King County:

  
\_\_\_\_\_  
Patricia Cole-Tindall  
Director  
Office of Labor Relations  
King County Executive Office

1-6-2011  
Date