

**KING COUNTY CORRECTIONS GUILD
ADDENDUM A
WAGE RATES 2007**

Corrections Officer

| Effective January 1, 2007 | |
|---------------------------|-----------|
| | Hourly |
| Start | \$20.1851 |
| 12 Months | \$22.6139 |
| 24 Months | \$24.6178 |
| 36 Months | \$25.7525 |
| 48 Months | \$26.8390 |
| 60 Months | \$28.2395 |
| 72 Months | \$29.0867 |

**Corrections Supervisors
(Sergeants)**

| Effective January 1, 2007 | |
|---------------------------|-----------|
| | Hourly |
| Start | \$30.5408 |
| 12 Months | \$31.3298 |
| 24 Months | \$32.4645 |
| 36 Months | \$33.4422 |
| 48 Months | \$34.4455 |

15654

- A. All step increases are based upon satisfactory performance during previous service.
- B. Satisfactory performance shall mean an overall rating of "Meets Standard" or "Exceeds Standards" on the Employee Work Performance Review Report.
- 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 attainment of 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.

Attachment C

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Union Code: KCCG

Longevity Incentive:

Calculation of same to be on a percentage basis using the twelve-month step as the base figure for Corrections Officers and Corrections Supervisor.
January 1, 1981, and using the start figure for Corrections Officers hired January 1, 1981. 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%

Educational
Incentive Pay:

Corrections Officers and Corrections Supervisors (Sergeants) hired prior to 1/1/91

Associate
\$31 per month

Bachelors
\$62 per month

- Major Subject
- Psychology
 - Sociology
 - Criminology
 - Police Science
 - Admin. of Justice
 - Related Field of Study

Longevity and/or education incentive shall be paid beginning the first of the month following the month in which the employee first qualifies for the incentive(s). Employees will not be allowed to receive educational incentive pay and tuition reimbursement as referenced in Article 17. Participation in the Tuition Reimbursement Program cancels all rights to education incentive pay.