

KING COUNTY CORRECTIONS GUILD
WAGE RATES EFFECTIVE 1/1/2011

Corrections Officer

Job Class Code: 0001404
PeopleSoft Job Code: 001404

Wage Rates Effective 1/1/2011		Hourly
Start		\$24.3186
12 Months		\$26.2357
24 Months		\$27.4620
36 Months		\$28.7278
48 Months		\$29.9399
60 Months		\$31.5022
72 Months		\$32.4473

Corrections Supervisors
(Sergeant)

Job Class Code: 001407
PeopleSoft Job Code: 001407

Wage Rates Effective 1/1/2011		Hourly
Start		\$34.0693
12 Months		\$34.9495
24 Months		\$36.2153
36 Months		\$37.3060
48 Months		\$38.4253
60 Months		\$39.5781

- 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.

**ADDENDUM A
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Longevity Incentive Pay: 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%

Educational Incentive Pay: Corrections Officers and Corrections Supervisors (Sergeants) hired prior to 1/1/91.

<u>Associate</u>	<u>Bachelors</u>	<u>Major Subject</u>
\$31 per month	\$62 per month	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.