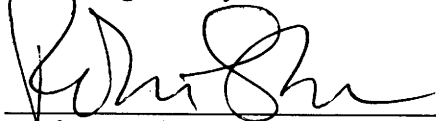


**MEMORANDUM OF AGREEMENT  
BETWEEN  
KING COUNTY  
AND  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL UNION NO. 117  
REPRESENTING  
THE SUPERVISORY BARGAINING UNITS  
WASTEWATER TREATMENT DIVISION  
KING COUNTY DEPARTMENT OF NATURAL RESOURCES AND PARKS**

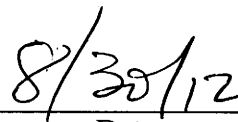
**Transfer Procedures – Operating Supervisors**

On a one-time only basis Wastewater Treatment Supervisors, through a seniority transfer bid process within the affected section (i.e. East only or West only), will be able to bid within each section (i.e. East only or West only) for day or rotating shifts. A bidding sheet will be posted for twelve (12) days, following the full and final ratification of the Collective Bargaining Agreement, for eligible employees to register their preference. Failure to bid within this time frame signifies that the employee is giving up the right to participate. Management and the Union must agree to any position to be excluded from the bidding procedure for legitimate business considerations. The Brightwater Treatment Plant Supervisors shall be exempt from the bid process.

For King County:



Robert Railton  
Labor Negotiator

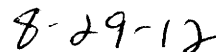


Date

For International Brotherhood of Teamsters Local  
Union No. 117:



Tracey A. Thompson  
Secretary-Treasurer



Date