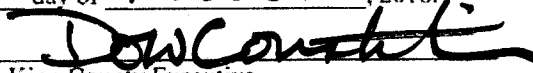


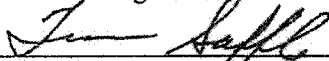
Memorandum of Agreement
By and Between
King County
and
Ferry Coalition
(Passenger only Vessels, Marine Division, Department of Transportation)
International Organization of Masters, Mates & Pilots (MM&P)
and
Marine Engineers' Beneficial Association (MEBA)
and
Inlandboatmen's Union of the Pacific (IBU)

SUBJECT: Ferry Coalition Reopener on Cost-of-Living Adjustment for 2017


Effective January 1, 2017, the salary in effect on December 31, 2016, for each employee in the Ferry Coalition bargaining units shall receive a General Wage Increase for 2017 (i.e., Cost-of-Living Adjustment). The General Wage Increase in 2017 shall be 1.64% for each employee, unless the Coalition of Unions currently engaged in Total Compensation bargaining negotiate a higher 2017 General Wage Increase. If the Coalition of Unions negotiates a higher General Wage Increase for 2017, the employees in the Ferry Coalition shall receive the higher General Wage Increase rate in 2017, but will not be eligible to receive any other economic and non-economic benefits of the Total Compensation Agreement.

APPROVED this 11 day of AUGUST, 2016.
By: 
King County Executive


For International Organization of Masters, Mates and Pilots:


Captain Tim Saffle, Branch Agent

For Marine Engineers' Beneficial Association:


Jeff Duffan, Branch Agent

For Inlandboatmen's Union of the Pacific:


Peter Hart, Regional Director, Puget Sound Region

cba Code: 446

ADDENDUM A

Ferry Coalition

Passenger only Vessels, Marine Division, Department of Transportation

2017 Rates at 1.64%

**Union Codes: AB1
AB2
AB3**

| Job Class Code | PeopleSoft Job Code | Classification Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|----------------|---------------------|--------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 9620100 | 962102 | Marine Captain | 42.6446 | 44.7130 | 45.7860 | 46.8848 | 48.0100 | 49.1623 | 50.3422 | 51.5503 | 52.7876 | 54.0544 |
| 9450100 | 945201 | Marine Deckhand | 29.8790 | 31.3281 | 32.0800 | 32.8499 | 33.6383 | 34.4456 | 35.2723 | 36.1187 | 36.9857 | 37.8733 |
| 9450300 | 945301 | Marine Deckhand - Purser | 30.5962 | 32.0801 | 32.8500 | 33.6384 | 34.4457 | 35.2724 | 36.1189 | 36.9858 | 37.8734 | 38.7825 |
| 9450400 | 945401 | Marine Deckhand - Senior | 31.3305 | 32.8499 | 33.6383 | 34.4456 | 35.2723 | 36.1187 | 36.9857 | 37.8733 | 38.7823 | 39.7131 |
| 8440100 | 848102 | Marine Engineer | 40.6692 | 42.6416 | 43.6650 | 44.7130 | 45.7860 | 46.8848 | 48.0100 | 49.1623 | 50.3422 | 51.5503 |
| 4330100 | 433102 | Marine Information Agent | | | | | 25.3067 | 25.9141 | 26.5361 | 27.1727 | 27.8251 | 28.4927 |
| 8441100 | 849101 | Marine Oiler | 29.8790 | 31.3281 | 32.0800 | 32.8499 | 33.6383 | 34.4456 | 35.2723 | 36.1187 | 36.9857 | 37.8733 |