

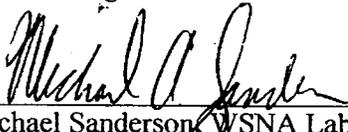
Exhibit A
Memorandum of Agreement
By and Between
King County
and
Washington State Nurses Association
Representing
Assistant Personal Health Services Supervisors
Personal Health Services Supervisors
Nurse Managers
PUBLIC HEALTH - SEATTLE & KING COUNTY

Subject: Application of changes to collective bargaining agreement - Article 7, Section 2 (Merit Pay Plan Eligibility) and Section 17 (Longevity Premium)

The parties have settled their collective bargaining agreement effective January 1, 2008, through December 31, 2010. Changes to Article 7, Section 2 (Merit Pay Plan Eligibility) and Section 17 (Longevity Premium) shall not apply to employees currently receiving above-top-step merit pay unless and until the amount of longevity premium for which the employee is eligible exceeds the amount of merit pay for which the employee has qualified in a particular year.

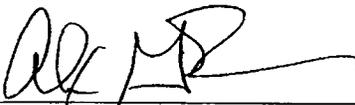
This memorandum of agreement shall expire on December 31, 2010, or the date on which a successor agreement is settled and fully ratified, whichever is earlier.

For Washington State Nurses Association:



Michael Sanderson, WSNA Labor Representative

For King County:



Alex Golan
Labor Negotiator
Human Resources Division
Department of Executive Services