

ADDENDUM E

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY
AND
INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 117
REPRESENTING LEGISLATIVE ANALYSTS**

Subject: Article 21, Performance Evaluations

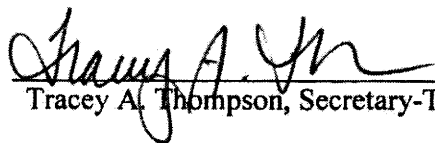
Background:

1. The parties are signatories to a Collective Bargaining Agreement ("CBA") representing Legislative Analysts working for the King County Council.
2. Pursuant to Article 21 of the CBA, the parties have had discussions in order to develop a performance evaluation process.
3. As a result of those discussions, the parties agree to the following.

Agreement:

1. This agreement will go into effect upon signature of the parties and ratification by the King County Council, and covers the period January 1, 2013, through December 31, 2018.
2. The parties have jointly developed the attached performance evaluation process.
3. Any action taken by the County concerning the performance of a unit employee will be based on the employee's performance after January 1, 2013.
4. This agreement may be modified or rescinded by mutual agreement of the parties.

For the International Brotherhood of Teamsters
Local Union No. 117:

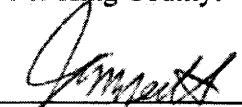


Tracey A. Thompson, Secretary-Treasurer

10-31-12

Date

For King County:



Jim Meith, Labor Negotiator
Office of Labor Relations

11-8-12

Date