

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY
AND
WASHINGTON STATE COUNCIL OF COUNTY AND
CITY EMPLOYEES, COUNCIL 2, LOCAL 21HD
ADDRESSING THE PUBLIC HEALTH BUDGET CRISIS**

Subject: Step and Longevity Increase Freeze Agreement to Save Jobs and Services

PREAMBLE

WHEREAS, Public Health is experiencing a structural budget gap with a projected multi-million dollar deficit over the next few years with significant potential impacts to jobs and services;

WHEREAS, the Parties have a shared interest to preserve jobs and critical services when sustainable funding is made available;

WHEREAS, Washington State Council of County and City Employees, Council 2, Local 21 HD and King County have a history of working collaboratively to address serious budget challenges faced by King County and Public Health;

WHEREAS, the partnership between the Washington State Council of County and City Employees, Council 2, Local 21 HD and King County have resulted in numerous agreements over the years including: implementation of LEAN proposals; unpaid furloughs; Cost-of-Living Adjustment (COLA) Agreements; countywide coalition bargaining agreements; and effective use of Labor Management Committees and Alternative Dispute Resolution to reach collaborative resolutions to problems.

AGREEMENT

King County (the County) and the Washington State Council of County and City Employees, Council 2, Local 21 HD (the Union) agree as follows:

1. Union bargaining unit members (Union Members) in Community Health Services, Prevention, Administrative Services, and Jail Health Services shall not receive a step increase for 2015 and 2016. Any cost-savings from Union Members covered by the Agreement will be used to support critical Public Health clinics, services, and regional programs.

2. Union Members in Community Health Services, Prevention, Administrative Services, and Jail Health Services shall not receive an increase to longevity pay for 2015 and 2016. Any cost-savings from Union Members covered by the Agreement will be used to support critical Public Health clinics, services, and regional programs.

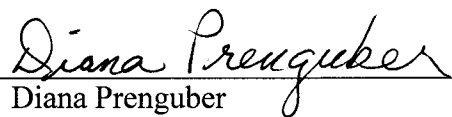
3. The 2015 and 2016 Merit and Step/Longevity Increase Freeze shall apply to all non-represented positions in Community Health Services, Prevention, Administrative Services, and Jail Health Services if the unions that represent the majority of employees in these divisions ratify their respective Step and Longevity Freeze Agreements.

4. The County will commit to save at least one (1) Public Health clinic proposed to be closed under the baseline scenario if unions that represent the majority of employees in Community Health Services, Prevention, Administrative Services, and Jail Health Services ratify their respective Step and Longevity Freeze Agreements. If additional Public Health funding is available, the County will strive to preserve critical clinic services and programs where feasible.

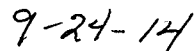
5. If by December 31, 2015, the County is able to secure sufficient additional funding to fully support clinics and programs operating at that time from other sources, the Merit and Step/Longevity Freeze for the year 2016 shall be rescinded effective January 2016.

6. The terms of this Agreement shall not apply if the Unions that represent the majority of employees in Community Health Services, Prevention, and the Administrative Services do not ratify their respective Step/Longevity Freeze Agreements.

For the Washington State Council of County and City Employees, Council 2, Local 21HD:




Diana Prenguber
Staff Representative

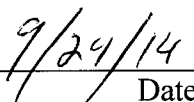


Date

For King County:



Andre Chevalier
Labor Negotiator
Office of Labor Relations
King County Executive Office



Date