

KING COUNTY CORRECTIONS GUILD
ADDENDUM A
WAGE RATES 2004

14803

Union: KCCG
2.15%

ATTACHMENT B

Corrections Officer

Effective January 1, 2004	
	Hourly
Start	\$18.2565
12 Months	\$20.4532
24 Months	\$22.2657
36 Months	\$23.2920
48 Months	\$24.2747
60 Months	\$25.5413
72 Months	\$26.3076

Corrections Supervisors
(Sergeants)

Effective January 1, 2004	
	Hourly
Start	\$27.6228
12 Months	\$28.3363
24 Months	\$29.3626
36 Months	\$30.2470

- A. All step increases are based upon satisfactory performance during previous service.
- B. Satisfactory performance shall mean an overall rating of "Meets Standard" or "Exceeds Standards" on the Employee Work Performance Review Report.
- C. If the performance of the employee is rated "Unsatisfactory" or "Improvement Needed" on any factor or overall rating, specific facts on which the rating is based must be provided; such facts shall include time, place, and frequency of unacceptable performance.
- D. The employee, if denied a step increase, shall be placed on either monthly or quarterly evaluations and at such time that the employee's performance becomes "Satisfactory" as defined supra, the employee shall receive the previously denied step increase the first of the month following attainment of a "Satisfactory" evaluation. The date on which an employee would be entitled to a future step increase will not be affected by the above action.

November 17, 2003

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Longevity Incentive: Additional compensation added to base monthly salaries of Corrections Officer and Corrections Supervisor. Calculation of same to be on a percentage basis using the twelve-month step as the base figure for Corrections Officers hired prior to January 1, 1981, and using the start figure for Corrections Officers hired January 1, 1981. Amounts as follows:

- After 6 years of service: 1%
- After 8 years of service: 2%
- After 10 years of service: 3%
- After 12 years of service: 4%
- After 15 years of service: 5%

Educational Corrections Officers and Corrections Supervisors (Sergeants) hired prior to 1/1/91

Incentive Pay:

<u>Associate</u> \$31 per month	<u>Bachelors</u> \$62 per month	<u>Major Subject</u> Psychology Sociology Criminology Police Science Admin. of Justice Related Field of Study
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Longevity and/or education incentive shall be paid beginning the first of the month following the month in which the employee first qualifies for the incentive(s). Employees will not be allowed to receive educational incentive pay and tuition reimbursement as referenced in Article 18. Participation in the Tuition Reimbursement Program cancels all rights to education incentive pay.