

**MEMORANDUM OF UNDERSTANDING
BETWEEN
KING COUNTY
AND
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
LOCAL UNION NO. 117
Legislative Analysts - King County Council**

CLARIFYING THE PARTIES' COLLECTIVE BARGAINING AGREEMENT

WHEREAS, King County and the International Brotherhood of Teamsters, Local Union No. 117, have negotiated a collective bargaining agreement ("the CBA") concerning Legislative Analysts working at the King County Council that has been ratified by bargaining unit members and submitted by the County Executive for Council approval, and

WHEREAS, certain provisions of the CBA require clarification in order to ensure the intent of the parties is clear and is properly implemented in a manner consistent with the parties' intent;

NOW, THEREFORE, King County and the International Brotherhood of Teamsters, Local Union No. 117, agree as follows.

1. With regard to Section 8.1 of the CBA, the intent of the parties is as follows:

A. For calendar year 2010, the parties agree to the pay step progression in the applicable ranges 128, 130, and 131 of the Legislative Branch 2010 Exempt Salary Schedule, retroactive to the first regular pay period in January 2010, including a 2.0 percent cost of living increase for 2010.

B. Effective January 1, 2011, bargaining unit members in the classification "Legislative Analyst - Senior" will be placed in Range 72 of the 2011 King County 10 Step Annual/FLSA Exempt Squared Schedule (with Zero COLA for 2011) at the step with the salary closest to, but not less than, the member's salary determined pursuant to section 1.A above. Immediately upon placement at the appropriate step of Range 72, each of these bargaining unit members will receive a step increase unless the member is already at the top step of Range 72.

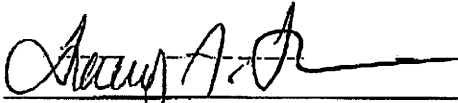
C. Effective January 1, 2011, bargaining unit members in the classifications "Principal Legislative Analyst" and "Principal Legislative Analyst - Senior" will be placed in Ranges 76 and 79, respectively, of the 2011 King County 10 Step Annual/FLSA Exempt Squared Schedule (with Zero COLA for 2011) at the step with the salary closest to, but not less than, the member's salary determined pursuant to section 1.A above. Except for that placement, these bargaining unit members will not receive a step increase for 2011.

ADDENDUM C

D. Beginning January 1, 2012, each bargaining unit member will receive an annual step increase unless the member received a performance evaluation of "below standards" for the preceding year or is already at the top step of the applicable pay range.

2. Consistent with Section 8.2 of the CBA and the Memorandum of Agreement that is Addendum B to the CBA, bargaining unit members will not receive a cost of living increase for 2011.

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



Tracey A. Thompson
Secretary-Treasurer

9-29-11

Date

For King County:



Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

9-30-11

Date