

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
ANIMAL CONTROL OFFICERS GUILD
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Animal Control Officers Guild are covered under the following labor agreement.

cba Code	Union	Contract
170	ACOG	Animal Control - Department of Executive Services (Records & Licensing Services)

WHEREAS, the parties collective bargaining agreement is open on the subject of 2011 Cost of Living pay adjustments, the Union has agreed to the provisions below.

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and the undersigned Union agree as follows.

1. The parties have negotiated that all employees covered by the aforementioned collective bargaining agreement will not receive a 2011 Cost of Living pay adjustment.
2. Employees covered by this Agreement will be eligible to receive, in 2011, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of Animal Control Officers Guild: Animal Control - Department of Executive Services (Records & Licensing Services).

7. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches any agreement with the King County Labor Coalition related to the 2011 COLA that includes any additional wages or benefits not contained in this Memorandum of Agreement, the same provision(s) shall be offered, retroactively where applicable, to all bargaining units included in this Agreement. This section shall not apply to any provisions awarded as part of an interest arbitration award.

8. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

9. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2011.

For Animal Control Officers Guild:

Shelby Russen
ACOG PRESIDENT
SHELBY RUSSON

9/10/10
Date

For King County:

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

9-14-10
Date