

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY
AND THE
KING COUNTY POLICE OFFICERS GUILD
REGARDING KING COUNTY SHERIFF'S OFFICE
AIRPORT POLICE/AIRCRAFT RESCUE FIREFIGHTING OFFICERS**

The parties, King County and the King County Police Officers Guild, agree as follows:

1. **KCPOG Contract Coverage.** Airport Deputies (former ARFF Officers) who shall become fully commissioned Deputy Sheriffs and shall be covered by all provisions of the collective bargaining agreement between King County and the King County Police Officers Guild dated January 1, 2008 through December 31, 2012 (the "Guild Contract") except those that specifically apply to LEOFF I Officers.
2. **Seniority Calculation For Layoffs.**
 - a. Airport Deputies (former ARFF Officers), bargaining unit seniority under Article 17 shall start to accrue upon their transfer to status of fully commissioned.
 - b. Airport Deputies (former ARFF Officers) assigned to the airport shall not be eligible to bump into a position outside the airport unless they have successfully completed Phase III of the Field Training Program.
 - c. Airport Deputies shall be eligible for Airport Seniority. Airport Seniority shall include all time spent as a limited commissioned ARFF Officer combined with all seniority earned as a member of the KCPOG bargaining unit. An Airport Deputy cannot be bumped from a position at the airport unless by an Airport Deputy with more Airport Seniority.
 - d. An Airport Deputy may use his/her Airport Seniority to bump into positions at the airport. For instance, if an Airport Deputy with 5 years as an ARFF officer stayed at the airport for 1 year after being fully commissioned and then moved to Precinct 2 for 1 year, the Airport Deputy would have 2 years of seniority for positions outside the airport and 7 years of Airport Seniority.
3. **Car Per Officer.** Airport Deputies (former ARFF Officers), working at the airport, shall not be eligible for the Car Per Officer program and shall not be assigned a car. However, if a

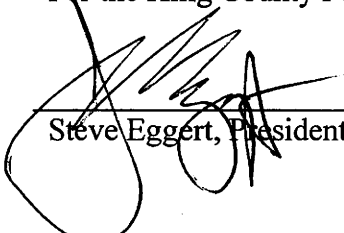
newly transitioned fully commissioned Deputy successfully completes Phase III of the Field Training Officer (FTO) training program, said employee shall be eligible for a car. Newly transitioned Fully Commissioned Deputies shall be given reasonable opportunity to go through Phase III FTO training. Deputies who transfer to the ARFF Unit and who have an assigned CPO vehicle shall continue to be entitled to a CPO vehicle. The Airport's patrol vehicle fleet will continue to operate and be maintained to support the remaining ARFF officers and those fully commissioned LEOFF II Officers that do not have assigned vehicles.

4. **Deputy Transfers To Work Sites Outside The Airport.** Should an Airport Deputy (former ARFF Officer) request to transfer from the airport, a request to transfer must be made to the Captain (Airport Police/ARFF Chief). Such transfer opportunities will be approved based on seniority and FTO training officer availability. In order to qualify and be eligible for patrol duty transfer, the Deputy must first complete Phase II of the FTO program and complete, at the discretion of the Sheriff or his designee, a period of evaluation under the Phase III FTO program, where the officer will be evaluated by an assigned FTO MPO. During this review period, the Department will assess and determine whether the Deputy is eligible for transfer. Deputies determined to be unqualified for transfer will remain at the airport. Such qualification determination shall not be grievable under the Guild Contract.
5. **Deputy Transfers To The Airport.** Prior to assignment at the airport, a Deputy must:
 - (1) Complete an application for transfer form P-113.
 - (2) Have completed probation.
 - (3) Pass a physical standards test designed to test the applicant's abilities to perform the essential functions of the job of Deputy assigned to work at the airport.
 - (4) Candidates will be required to pass a test to ensure they can use SCBA and fire-rescue equipment. Candidates will also be required to pass a test to insure they can meet current State standards and perform the duties that will make a candidate suitable for assignment to the airport.
 - (5) Participate in an interview process.
 - (6) Successfully complete an Airport training program (approx. 4 to 6 months).
 - (7) Commit to spending two (2) years in the airport assignment.
 - (8) In the event an employee is involuntarily assigned to the Airport, the commitment of the involuntarily assigned employee shall be one (1) year.

6. **Longevity.** Airport Deputies will retain their seniority for the purposes of calculating Longevity under the Guild Collective Bargaining Agreement.

This Agreement shall be effective January 1, 2008 through December 31, 2012.

For the King County Police Officers Guild:

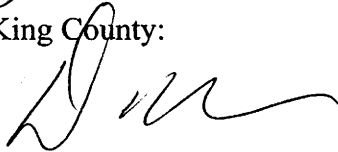


Steve Eggert, President

10/30/2008

Date

For King County:



Deborah Bellam, Esq.
Labor Negotiator
Human Resources Division
Department of Executive Services

10/30/08

Date

I concur:

For King County Sheriff's Office:



Sue Rahr, King County Sheriff

10/30/08

Date