

cba Code: 181

Union Code: AA1

**ADDENDUM A
PUGET SOUND POLICE MANAGERS ASSOCIATION**

Job Class Code	Peoplesoft Job Code	Classification Title
5130100	514101	Captain

Step 1 for 6 months	Step 2 for 12 months	Step 3 Top Step After 18 months
106%	112%	118%

Section 1:

a) Effective January 1, 2013, based upon the above step scale the Captain rates shall be adjusted as follows:

(1) Step 1 rates shall be one-hundred six percent (106%) of the top step Sergeant's base monthly pay referenced in the King County Police Officers Guild collective bargaining agreement for the same year.

(2) Step 2 rates shall be one-hundred twelve percent (112%) of the top step Sergeant's base monthly pay referenced in the King County Police Officers Guild collective bargaining agreement for the same year.

(3) Step 3 Top Step rate shall be one-hundred eighteen percent (118%) of the top step Sergeant's base monthly pay referenced in the King County Police Officers Guild collective bargaining agreement for the same year.

b) The monthly base pay rate will be adjusted upon any change in top step Sergeants base monthly pay referenced in the King County Police Officers Guild collective bargaining agreement. In the event any increase in top Sergeants base monthly pay is retroactive, the adjustment for the Captains' base upon such increases shall also be retroactive to the date of the increase for top step Sergeants.

c) The change to this pay format shall not work to the detriment of any

bargaining unit member; thus, if the change in pay step impacts a bargaining member negatively, their pay shall remain status quo until such time as their next pay step is greater than their current pay.

Section 2.

a) All step increases are based upon satisfactory performance during previous service.

b) Satisfactory performance shall mean an overall rating of "Meets Standards" or the equivalent on the applicable performance appraisal form.

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 attaining 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.

e) Newly promoted Captains will be placed no lower than the first step of the Captain's pay range.

Section 3. Longevity/Education Incentive: Employees covered by this Agreement shall receive longevity/education incentive payment in accordance with the following schedule:

MINIMUM YEARS OF KING COUNTY LAW ENFORCEMENT SERVICE													
Years	2	3	4	5	6	7	8	9	10	11	12	13	14
Longevity				1%	2%	3%	4%	5%	6%	7%	8%	9%	10%
Associate's Degree			2%										
Bachelor's Degree			4%										
Master's Degree			6%										

The above percentage rates are based upon the employee's base rate.