

**Memorandum of Agreement
By and Between
King County
And
Washington State Nurses Association
Representing Supervisors and Managers in
Seattle-King County Public Health**

Subject: COLA and Freeze for Step and Merit/Longevity Increases

King County and the Washington State Nurses Association (WSNA) agree to the following:

I. 2015-2016 COLA

The Cost-of-Living Wage Adjustment (“COLA”) terms outlined below are contingent upon the successful ratification by the Washington State Nurses Association (WSNA) of the 2015-2016 Step/Merit/Longevity Increase Freeze.

Effective January 1, 2015, nurses covered by this Memorandum of Agreement (“MOA”) and employed in 2015 will receive a 2.0% Cost-of-Living Wage Adjustment.

Effective January 1, 2016, nurses covered by this MOA and employed in 2015 will receive a 2.25% Cost-of-Living Wage Adjustment.

II. Freeze for Step and Merit/Longevity Increases

This section is applicable to all WSNA members if:

- A. The majority of WSNA members ratify this MOA; and,
- B. The Unions that represent the majority of employees in Community Health Services, Prevention, and the Administration ratify the MOA Step/Merit/Longevity Increase Freeze.

Under the terms of this MOA the County will:

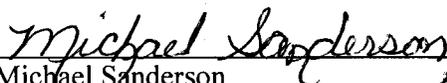
- 1. Freeze all step increases (see WSNA Wage Addendum) for no more than the years 2015 (January 1, 2015 through December 31, 2015) and 2016 (January 1, 2016 through December 31, 2016).
- 2. Freeze all longevity increases (see section 7.17 of the supervisor CBA) for no more than the years 2015 (January 1, 2015 through December 31, 2015) and 2016 (January 1, 2016 through December 31, 2016).

In addition, the 2015-2016 MOT/Step/Longevity Increase Freeze shall apply to non-represented positions in Community Health Services, Prevention and Director's Office/Administration. In return, the Executive will commit to saving at least one (1) clinic and make every effort to preserve other critical regional programs the County has proposed to reduce or eliminate under the base scenario.

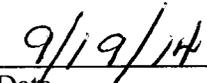
If by December 31, 2015, the County is able to secure additional funding to fully support clinics and programs operating at that time from any source including but not limited to the amplifier effect of patient generated revenue, funding from other jurisdictions, or any other source, the freeze to 2016 Step and Longevity increases shall be rescinded effective January 1, 2016.

This MOA expires no later than midnight, December 31, 2016.

For the Washington State Nurses Association, Supervisors and Managers:



Michael Sanderson
Labor Negotiator

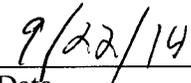


Date

For King County:



Andre Chevalier
Labor Negotiator
Office of Labor Relations
King County Executive Office



Date