

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY
AND
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 77**

Representing Employees in the King County Department of Transportation (Road Services)
and Office of Information Resource Management

Subject: Implementation of Wage Increases for 2008 – 2010 Collective Bargaining Agreement

This Memorandum of Agreement is entered into by King County (the "County") and the International Brotherhood of Electrical Workers, Local 77 (the "Union").

I. RECITALS

1. The County and the Union are parties to a collective bargaining agreement effective from January 1, 2005 to December 31, 2007.
2. The County and the Union have a tentative agreement on a successor collective bargaining agreement that is going through the ratification process.
3. The tentative agreement includes wage increases for some classifications that are to be effective January 1, 2008.
4. The parties have discussed the financial impacts of the retroactive wage increases during these tough budget times and through the negotiation process have reached agreement on how to implement these increases.

II. AGREEMENT

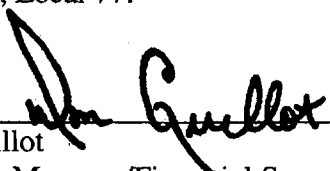
In consideration of the above, NOW, THEREFORE, the parties agree to the following:

1. The one range increase for the Traffic Signal Technician and Electronic Communication Technician II, as well as the three-range increase for the Electronic Communication Technician I, shall be effective January 1, 2008.
2. The agreed upon cost of living adjustments (COLA's) for all employees shall be effective January 1, 2008, January 1, 2009 and January 1, 2010.

3. The retroactive and prospective adjustment for the above-referenced range increases shall be provided to all affected employees on the paycheck that includes January 1, 2010.

4. The retroactive and prospective COLA's for all employees shall be processed "immediately" (in accordance with County implementation procedures) after the ratification of the collective bargaining agreement by the King County Council and it subsequently becoming law.

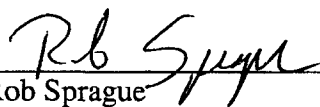
For the International Brotherhood of Electrical Workers, Local 77:



Don Guillot
Business Manager/Financial Secretary

Date

For King County:



Rob Sprague
Labor Negotiator
Human Resources Division
Department of Executive Services



Date