

Exhibit A
MEMORANDUM OF AGREEMENT
BETWEEN
KING COUNTY
AND
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 117
REPRESENTING
THE SUPERVISORY BARGAINING UNIT IN
WASTEWATER TREATMENT DIVISION
KING COUNTY DEPARTMENT OF NATURAL RESOURCES AND PARKS

Subject: Western Conference of Teamsters Pension Trust; Health and Welfare Plan

The Union and the County having bargained in good faith regarding the bargaining unit's participation in the Western Conference of Teamsters Pension Trust (Pension Trust) and the RWT-Plus Retirees Health and Welfare Plan (Health and Welfare Plan), hereby agree as follows:

1. Under the terms of Article 17 in the current collective bargaining agreement between the parties, eligible employees receive an adjustment to wages representing past productivity gains. Pursuant to Article 18.5, in order to participate in the Pension Trust at no additional cost to the County, the bargaining unit members agree to divert \$1.00 of that adjustment effective January 1, 2005, to be used by the County as contributions to the Pension Trust, in the manner set forth below. Pursuant to Article 18.4, in order to participate in the Health and Welfare Plan, the bargaining unit members agree to divert \$.31 of that adjustment to be used by the County as contributions to the Health and Welfare Plan, in the manner set forth below.
2. Effective January 1, 2005, the County will pay into the Pension Trust on behalf of all bargaining unit members in the classifications set forth in Attachment A to this Memorandum of Understanding \$1.00 per hour for up to a maximum of 2080 hours per calendar year.
3. Effective January 1, 2005, the County shall pay into the Health and Welfare Plan on behalf of all current employees a monthly contribution rate of fifty-four dollars and eighty-five cents (\$54.85) effective January 1, 2005, which is an hourly contribution rate of thirty-one cents per hour (\$.31) up to a maximum of 2080 hours per calendar year.

4. The parties agree that increases in the monthly cost of the Health and Welfare Plan premium shall be paid from the productivity pay paid to members of the bargaining unit thereby decreasing the productivity pay by a corresponding amount necessary for paying the premiums. In the event that amount of available productivity pay is insufficient to cover the Health and Welfare Plan premium costs, the parties agree to bargain with the intent of being able to pay the premium pay without the County incurring any additional costs.

For King County:

Trish Murphy
Labor Negotiator

12/8/04

Date

For Teamsters, Local 117:

John A. Williams
Secretary/Treasurer

12-7-04

Date