

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN PROFESSIONAL AND TECHNICAL EMPLOYEES, LOCAL 17 (UNION)  
AND  
SPOKANE COUNTY (EMPLOYER)**

On January 30, 2012, Employer sent a revised class specification for the Wastewater Collection System Specialist 3 (WCSS3) to the Union. The revised class specification included several changes to the Minimum Requirements (MR's). One of the changes to the MR's is to require a Washington State Water Pollution Control Operators Group II Plant Certificate (G2), for employees in this job classification who are regularly assigned to operate a Class II Treatment Plant.

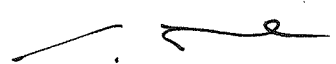
After reviewing the revised class specification, the Union proposed a five percent (5%) additional premium pay provision for employees who are required to hold a G2.

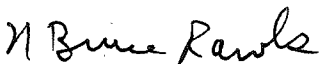
To resolve the impacts of the revisions to the Class Specification, the above Parties have reached an agreement as follows:


1. Employer agrees to pay an additional premium payment of five percent (5%) to any employee in the WCSS3 position who is required by the Employer to hold a G2 and has a G2.
2. The date for commencing the premium payment of five percent (5%) will be effective February 13, 2012.
3. This agreement shall be memorialized into the subsequent collective bargaining agreement between the parties unless the parties otherwise agree to exclude it.

UNION

MANAGEMENT

 3-28-12  
 \_\_\_\_\_  
 CARRIE BLACKWOOD      DATE  
 Staff Representative, Local 17

 03 - 28 - 2012  
 \_\_\_\_\_  
 N. BRUCE RAWLS      DATE  
 Utilities Director

 3/28/12  
 \_\_\_\_\_  
 TIMOTHY O'BRIEN      DATE  
 Labor Relations Director