

**Memorandum of Agreement
By and Between
King County
And
Professional & Technical Employees, Local 17**

Subject: Performance Evaluation Scores for Purpose of Longevity Premium

This Memorandum of Agreement (“Agreement”) is entered into by King County (“the County”) and the Professional and Technical Employees, Local 17 (“the Union”) for the purpose of clarifying implementation of the performance evaluation requirement for Longevity Premium under the coalition agreement regarding administrative personnel.

Background: King County has entered into a Memorandum of Agreement (MOA) (Document Code 000U0111) with a coalition of labor unions representing administrative personnel throughout the County. In order to receive the longevity premium under that MOA, a covered employee is required to maintain a performance evaluation rating of at least 3.25, using the standard King County evaluation form, with ratings of 1 – 5. Currently, some Divisions in the Department of Public Health (DPH) use a different form and method for evaluating its administrative personnel under this bargaining agreement. Specifically, some use a non-numerical method of performance evaluation whereby employees are rated “E” for exceeds expectations, “M” for meets expectations, and “B” for below expectations.

Agreement: Until the entire Department switches to a numerical evaluation system, the parties enter into this Agreement for the purpose of clarifying implementation of the performance score requirement for longevity premium.

To that end, the parties agree as follows:

a. For purposes of determining eligibility for longevity premium, DPH performance ratings will be assigned numerical values as follows: E = 5, M = 3, and B = 1.

b. Using the numerical values assigned in paragraph (a), employees will be required to achieve an overall score of at least 3.25, and meet all other eligibility requirements under the coalition MOA, in order to be eligible to receive the longevity premium.

This agreement shall be in effect for any evaluation utilized to determine eligibility for longevity premium in 2012 and thereafter.

For Professional and Technical Employees, Local 17:

Janet Parks
Union Representative

Date

For King County:

Alex Golan
Labor Negotiator II
Office of Labor Relations

Date