

1 **ARTICLE 17: WAGE RATES**

2 17.1 Employees in the bargaining units covered by this Agreement as of the date of its
3 implementation will receive a one-time payment of \$1,200.00

4 17.2 Wage adjustments under this Agreement shall be retroactive to February 4, 2002.

5 17.3 **2002 Wage Rate:** Effective February 4, 2002, the pay for all classifications in the
6 bargaining unit shall be increased across the board above the rates in effect as of February 3, 2002, by
7 5.8%.

8 17.4 **2003 Wage Rate:** Effective January 1, 2003, the pay for all classifications in the
9 bargaining unit shall be increased across the board by 2.0%.

10 17.5 **2004 Wage Rate:** Effective January 1, 2004, the pay for all classifications in the
11 bargaining unit shall be increased by a percentage equal to 90% of the increase in the Seattle CPI
12 index (from June to June) with a minimum increase of 2% and a maximum increase of 6%.

13 17.6 **Step Increase and Merit Pay:** Upon satisfactory completion of a six (6) month
14 probationary period, regular employees shall be advanced to Step 2, if the rate currently held is Step
15 1. A one-step increase for completion of probation for regular employees at Step 2 or above is
16 permissive, and may be given at the discretion of the appointing authority.

17 Every employee who received at least a satisfactory year-end evaluation and who is not at the
18 top of his or her schedule will advance the equivalent of one step as per existing practice on January 1
19 of the following year. An employee at the top of his or her schedule shall be eligible for merit
20 increases according to the existing practice.

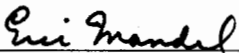
1 **ARTICLE 24: DURATION**

2 This Agreement shall be effective through December 31, 2004.

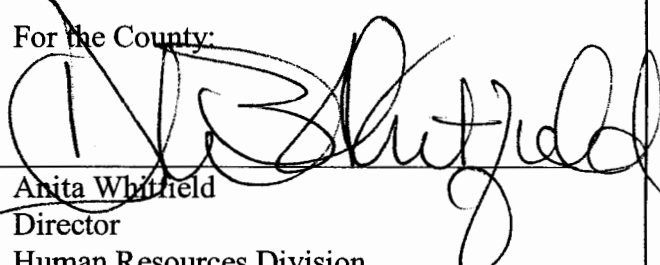
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5 The parties agree that the above is an accurate description of the award in the TEA interest
6 arbitration and is a legally enforceable document.

7 The County agrees to abide by RCW 41.56.470 during the pendency of subsequent contract
8 negotiations.

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13 For the Association:

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16 _____
17 Eric Mandel
18 President

For the County:

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Anita Whitfield
Director
Human Resources Division