

**MEMORANDUM OF UNDERSTANDING  
BY AND BETWEEN  
THE CITY OF MILL CREEK  
AND  
THE WASHINGTON STATE COUNCIL  
Of  
COUNTY AND CITY EMPLOYEES  
AFSCME/AFL-CIO**

This Memorandum of Understanding is reached between the City of Mill Creek (City) and the Mill Creek Local of the Washington State Council of County and City Employees, AFL-CIO, (Union) regarding changes to Section 14.4 – Longevity Premium, in the 2013-2016 Collective Bargaining Agreement. The City and Union agree to delete the longevity payment schedule table in Section 14.4 and replace it with the following schedule:

No. Years	Overall Employee Performance Score	
	3.0 - 5.0	< 3.0
> 7	2%	0
>10	3%	0
>15	4%	0
>20	5%	0

This Memorandum of Understanding shall be effective on January 1, 2013 and act as an addendum to the Collective Bargaining Agreement between the parties. It shall remain in full force and effect as long as the provisions of the existing Collective Bargaining Agreement is in force. All other terms of the Collective Bargaining Agreement shall remain unchanged. By signature below, all parties agree with the provisions of this agreement.

**CITY OF MILL CREEK, WASHINGTON**



Kenneth W. Armstrong, City Manager  
City of Mill Creek, Washington

6 JUNE 2013

Date

Attest:



Kelly M. Ohelin, City Clerk  
City of Mill Creek, Washington

June 6, 2013

Date

**WASHINGTON COUNCIL OF COUNTY AND CITY EMPLOYEES (AFL-CIO)**



Ethan Fineout, Representative

May 16, 2013

Date



Michele Miller, Union President

5/17/2013

Date