

**MEMORANDUM OF AGREEMENT**  
**BY AND BETWEEN**  
**KING COUNTY**  
**AND**  
**THE COALITION**

**Subject:** Coalition Labor Agreement 2025 Extension

**Background:** King County (the County) and the King County Coalition of Unions (the Coalition) are parties to a Collective Bargaining Agreement effective January 1, 2021, through December 31, 2024 (2021-2024 CLA). The parties have bargained in good faith to address their interests relating to total compensation and regarding establishment of a 1-year extension agreement.

On June 4, 2024, the parties reached tentative agreement to the continuation of some terms and conditions of the 2021-2024 CLA that were scheduled to expire on December 31, 2024. The parties expressly agree the terms and conditions enumerated below modify the 2021-2024 CLA (including the below listed Memoranda of Agreement and Appendices) with King County.

The Coalition supports the terms of this MOA and recommends ratification of this MOA by each bargaining unit in the Coalition.

**Agreement:** The terms and conditions set forth in this MOA apply to all bargaining units whose Appendices are listed below.

1. **Successor CLA Bargaining** - All parties commit to begin meeting in January of 2025, to begin successor total compensation bargaining of wages and benefits, including insured health benefits, for both small table and large table agreements.

2. **COLA** – Effective January 1, 2025, Coalition represented positions shall receive a cost-of-living adjustment (COLA) applied to 2024 base wages derived from the formula below. The known COLA for 2025 will be 4%.

A. COLA will be 95 percent of the average growth rate of the six prior bi-monthly year-over-year percentages in the Seattle-Tacoma-Bellevue Consumer Price Index for Urban Wage Earners and Clerical Workers (All Items, base period 1982-84=100) (CPI-W) through June of the year prior to the year in which the COLA will be applied. For example, the wage adjustment for January 1, 2025, shall be calculated as the average of the year-over-year percentages from the August 2023, October 2023, December 2023, February 2024, April 2024, and June 2024 values of the CPI-W.

B. A year-over-year change means the percentage change in the CPI-W for that measurement compared to the CPI-W for the same month the prior year. For example, the June 2024 year-over-year change is the percentage change in the June 2024 CPI-W compared to the June 2023 CPI-W.

C. Regardless of the result calculated using this formula, the annual COLA shall not be more than 4% and shall not be less than 2%.

**3. Coalition Incentive** - The Coalition agrees to this MOA is the result of good faith bargaining, and will notify the King County Office of Labor Relations of the status of their member ratification votes on or before 5 pm on Monday, July 15, 2024. All members of the bargaining units participating in CLA bargaining and ratifying this MOA by July 15, 2024, will receive an additional 1.5% General Wage Increase (GWI) effective January 1, 2025.

**4. JLMIC** - The Joint Labor Management Insurance Committee (JLMIC) Agreement covering 2025 benefits is attached as King County document code 000U0224\_Health Benefits\_2025. This agreement expires December 31, 2025. Benefit plan design, county funding rate and employee contributions for 2026 will be a subject of Total Compensation bargaining commencing January 1, 2025. If the parties do not reach agreement on successor benefits in Total Compensation bargaining, the matter will be referred to the Dispute Resolution Process per subsection E below. This JLMIC Agreement includes the following changes, effective January 1, 2025, from the insured health benefits of the previous year:

A. There will be an increase of nine percent (9%) in county contributions over the 2024 funding rate of \$1600 (2025 funding rate=\$1744)

B. Added employee monthly contribution of \$75 Regence PPO/\$50 Regence AHN/\$0 Kaiser HMO.

C. The current emergency room copay is modified as follows:

15% coinsurance after \$200 copay/visit  
Copayment applies to facility charges for each visit (waived if admitted) whether or not the deductible has been met  
ER OOP: members will continue to pay \$200 copay/visit (waived if admitted) and 15% coinsurance until they reach the total out of pocket maximum allowed under ACA.

D. The current Benefit Access fee is modified as follows: \$200 monthly Regence PPO/\$75 monthly Regence AHN. The Kaiser HMO plan continues to be offered without a Benefit Access fee (\$0).

E. Dispute Resolution process agreed upon by parties in May 2024 shall apply for total compensation benefit negotiations in 2025.

5. The parties acknowledge that this Agreement is subject to approval by ordinance by the Metropolitan King County Council (the Council) of King County Washington.

6. Any dispute involving the interpretation, application, or alleged violation of any provision of this Agreement shall be subject to the grievance/arbitration procedures in the Collective Bargaining Agreement between the County and the Coalition of Unions.

7. The parties have exhausted all bargaining obligations regarding the impacts on Coalition represented employees relating to the extension of terms and conditions of the below

listed 2021-2024 agreements and the parties agree bargaining will be closed through the duration of 2025.

*Coalition Labor Agreement: Agreement Between King County Coalition of Unions and King County*

*Memorandum of Agreement: Longevity/Incentive Pay for Administrative Support Classifications*

*Memorandum of Agreement: Cross-Jurisdictional Special Duty Assignments*

*Appendix for 010: Agreement Between King County and Service Employees International Union, Local 925 -Department of Natural Resources and Parks – Parks and Recreation*

*Appendix for 011: Agreement Between King County and Service Employees International Union, Local 925, Wastewater Treatment Division - Department of Natural Resources and Parks*

*Appendix for 012: Agreement Between King County and Service Employees International Union, Local 925 – Department of Executive Services – Facilities Management Division*

*Appendix for 020: Agreement Between King County and Public Safety Employees Union - Superior Court Clerks - Judicial Administration*

*Appendix for 021: Agreement Between King County and Public Safety Employees Union - Legal Administrative Specialists - Department of Judicial Administration*

*Appendix for 030: Agreement Between King County and Service Employees International Union, Local 925 - Involuntary Commitment Specialists - Mental Health, Department of Community and Human Services*

*Appendix for 035: Agreement Between King County and Office & Professional Employees International Union, Local 8 - Department of Assessments*

*Appendix for 037: Agreement Between King County and Office & Professional Employees International Union - Local 8 - Dental, Department of Public Health*

*Appendix for 038: Agreement Between King County and Office & Professional Employees International Union, Local 8 - Departments: Public Health (Prevention Division), Community and Human Services (Behavioral Health and Recovery Division)*

*Appendix for 040: Agreement Between King County and Professional and Technical Employees, Local 17 – Departments: Executive Services (FMD, FBOD, Airport, RALS), Natural Resources and Parks (Director’s office, Parks, Solid Waste, Water and Land Resources) and Local Services (Permitting and Roads)*

*Appendix for 043: Agreement Between King County and Professional and Technical Employees, Local 17 - Professional & Technical, Metro Transit Department*

*Appendix for 046: Agreement Between King County and Professional and Technical Employees, Local 17 - Departments of Local Services (Department Director’s Office and Roads Division) and Executive Services (Airport and Fleet Divisions)*

*Appendix for 048: Agreement Between King County and King County and Professional*

*and Technical Employees, Local 17 - Information Technology*

*Appendix for 050: Agreement Between King County and Professional and Technical Employees, Local 17 - Court Reporters - Superior Court (Wages Only)*

*Appendix for 055: Agreement Between King County and Professional and Technical Employees, Local 17 – Department of Executive Services, Office of Emergency Management*

*Appendix for 060: Agreement Between King County and Professional and Technical Employees, Local 17 - Departments: Public Health, Community & Human Services*

*Appendix for 065: Agreement Between King County and Professional and Technical Employees, Local 17 - Supervisors – Departments: Executive Services (Facilities Management Division, Fleet, Airport, Office of Emergency Management), Natural Resources and Parks (Parks, Solid Waste), and Local Services (Roads)*

*Appendix for 066: Agreement Between King County and Professional and Technical Employees, Local 17 - Section Managers - Departments: Natural Resources and Parks (Solid Waste, Water and Land Resources), Local Services (Permitting and Roads), and Executive Services (Airport and Fleet)*

*Appendix for 070: Agreement Between King County and Washington State Council of County and City Employees, Council 2, Local 21HD – Department of Public Health*

*Appendix for 080: Washington State Council of County and City Employees, Council 2, Local 21AD - Department of Adult & Juvenile Detention*

*Appendix for 090: Washington State Council of County and City Employees, Council 2, Local 21DC - District Court (Wages Only)*

*Appendix for 100: Agreement Between King County and International Brotherhood of Electrical Workers, Local 77, Departments of Information Technology, Local Services, Natural Resources and Parks, and Public Health*

*Appendix for 153: Agreement Between King County and International Brotherhood of Teamsters Local 117, Capital Division Transit Capital Unit Managers and Transit Capital Supervisors – Metro Transit Department*

*Appendix for 154: International Brotherhood of Teamsters Local 117 - Professional & Technical and Administrative Employees*

*Appendix for 155: Agreement Between King County and International Brotherhood of Teamsters, Local 117, Prosecuting Attorney’s Office*

*Appendix for 156: Agreement Between King County and International Brotherhood of Teamsters, Local 117, Professional, Technical and Administrative Support, Wastewater Treatment Division, Department of Natural Resources and Parks*

*Appendix for 157: Agreement Between King County and International Brotherhood of Teamsters, Local 117, Supervisors, Wastewater Treatment Division, Department of Natural Resources and Parks*

*Appendix for 159: Agreement Between King County and International Brotherhood of*

*Teamsters, Local 117, Managers and Assistant Managers – Wastewater Treatment Division, Department of Natural Resources and Parks*

*Appendix for 160: Agreement Between King County and International Brotherhood of Teamsters, Local 174, Departments: Natural Resources and Parks, Local Services, and Executive Services*

*Appendix for 170: Agreement Between King County and Animal Control Officers Guild, Department of Executive Services (Records and Licensing Services - Regional Animal Services of King County)*

*Appendix for 191: Agreement Between King County and Public Safety Employees Union - Non-Commissioned - Department of Adult & Juvenile Detention*

*Appendix for 192: Agreement Between King County and Public Safety Employees Union, Social Service Professionals – Department of Community and Human Services*

*Appendix for 193: Agreement Between King County and Public Safety Employees Union, Non-Commissioned Professional Employees - King County Sheriff's Office*

*Appendix for 212: Agreement Between King County and Public Safety Employees Union Communications Specialists Supervisors - King County Sheriff's Office*

*Appendix for 214: Agreement Between King County and Public Safety Employees Union, Fire Investigator - King County Sheriff's Office*

*Appendix for 220: Agreement Between King County and Public, Professional & Office-Clerical Employees and Drivers, Teamsters Local 763 - Department of Assessments*

*Appendix for 260: Agreement Between King County and Washington State Council of County and City Employees, Council 2, Local 1652 – Medical Examiners, Department of Public Health*

*Appendix for 272: Agreement Between King County and Washington State Council of County and City Employees, Council 2, Local 2084 FM – Department of Executive Services, Facilities Management Division*

*Appendix for 273: Agreement Between King County and Washington State Council of County and City Employees, Council 2, Local 2084-SC - Superior Court -Staff (Wages Only)*

*Appendix for 274: Agreement Between King County and Washington State Council of County and City Employees, Council 2, Local 2084SC-S Superior Court - Supervisors (Wages Only)*

*Appendix for 275: Agreement Between King County and Washington State Council of County and City Employees, Council 2, Local 1652-R, Industrial and Hazardous Waste*

*Appendix for 276: Washington State Council of County and City Employees, Council 2, Local 2084-S - Department of Adult & Juvenile Detention (Juvenile Division Supervisors)*

*Appendix for 296: King County Juvenile Detention Guild, Non-Supervisory Staff – Juvenile Division, Department of Adult & Juvenile Detention*

*Appendix for 330: Public Safety Employees Union - Department of Adult & Juvenile Detention Management*

*Appendix for 350: Agreement Between King County and Joint Crafts Council, Construction Crafts*

*Appendix for 351: Agreement Between King County and International Union of Operating Engineers, Local 302, Equipment Operators – Departments: Natural Resources and Parks, Local Services, and Executive Services*

*Appendix for 352: Agreement Between King County and International Brotherhood of Teamsters Local 117 Security Screeners - King County Sheriff's Office*

*Appendix for 370: Agreement Between King County and King County Prosecuting Attorneys Association, Prosecuting Attorney's Office*

*Appendix for 430: Agreement Between King County and Public Safety Employees Union, King County Civic Television – King County Council*

*Appendix for 446: Agreement Between King County and King County Maritime Coalition, Marine Division, Metro Transit Department*

*Appendix for 447: Agreement Between King County and Professional and Technical Employees, Local 17, Staff Finance – Department of Community and Human Services*

*Appendix for 448: Agreement Between King County and Professional and Technical Employees, Local 17, Project Program Managers, Department of Community and Human Services*

*Appendix for 450: Agreement Between King County and Public, Professional & Office-Clerical Employees and Drivers, Teamsters Local 763 Communications Specialists - King County Sheriff's Office*

*Appendix for 454: Agreement Between King County and International Brotherhood of Teamsters, Local 117, Legislative Analysts – King County Council*

*Appendix for 456: Agreement Between King County and International Brotherhood of Teamsters Local 117 Information Technology Managers and Supervisors - Department of King County Information Technology, Executive Branch Departments; Department of Executive Services*

*Appendix for 458: Agreement Between King County and Washington State Council of County and City Employees, Council 2, Local 2084-SC Superior Court - Family Court Operations; Court Appointed Special Advocates Specialists and Attorneys CASA (Wages Only)*

*Appendix for 459: Agreement Between King County and Technical Employees' Association, Staff – Wastewater Treatment Division, Department of Natural Resources and Parks*

*Appendix for 460: Agreement Between King County and King County Security Guild - Security Officers, Dispatchers, Sergeants – Department of Executive Services, Facilities Management Division*

*Appendix for 461: Agreement Between King County and International Brotherhood of Teamsters Local 117 - Joint Units Agreement*

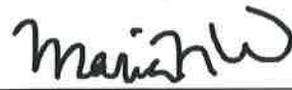
- Appendix for 462: Agreement Between King County and Service Employees International Union, Local 925, Department of Public Defense*
- Appendix for 463: Agreement Between King County and King County Regional AFIS Guild, Automated Fingerprint Identification System - King County Sheriff's Office*
- Appendix for 464: Agreement Between King County and Public Safety Employees Union, Non-Commissioned Professional Employees - Supervisory - King County Sheriff's Office*
- Appendix for 465: Agreement Between King County and International Brotherhood of Teamsters, Local 117, Supervisors and Managers – Department of Public Defense*
- Appendix for 467: Agreement Between King County and International Brotherhood of Teamsters, Local 117, Supervisors and Managers – Department of Public Defense Office of the Ombuds - King County Council*

8. The parties agree that this rollover for the above listed agreements is effective once ratified by King County and fully enacted by Ordinance (having already been ratified by all Coalition Unions), through December 31, 2025.

**APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

By: \_\_\_\_\_  
King County Executive

For The King County Coalition of Unions:

  
\_\_\_\_\_  
Maria Williams, President and Director of Representation  
Coalition Co-Chair  
Teamsters Local 117

7/23/2024  
\_\_\_\_\_  
Date

For The King County Coalition of Unions:

  
\_\_\_\_\_  
Michael Gonzales, Staff Director  
Coalition Co-Chair  
Teamsters Local 174

7/29/24  
\_\_\_\_\_  
Date