

**Memorandum of Agreement
By and Between
King County
And
Professional and Technical Employees, Local 17 – Administrative Support Employees -
MTD [047]**

**Subject: Retro 2025 COLA/GWI lump sum, Retro Wage Range Increase lump sum, and
Ratification Bonus for the 2025-2026 CBA**

Background:

On April 30, 2025, Professional and Technical Employees, Local 17 representing Administrative Support Employees (the Union) and King County (the County) agreed to the terms of a comprehensive tentative agreement. The Parties have agreed to the following in the January 1, 2025 – December 31, 2026 Collective Bargaining Agreement.

Agreement:

1. Retro 2025 COLA/GWI: In lieu of calculating retroactive compensation for 2025, beginning with the month of January, each eligible employee (i.e., employees who are employed at the time the Agreement is law, employees who retired between January 1, 2025 and the time that Agreement is law, and excluding employees in the TASS classification series and Warranty Claims Analyst classification) will be eligible for a per month payout of \$400 less mandatory withholdings, prorated for part-time employees and employees who worked less than the full calendar month in a bargaining unit position, and prorated for the month in which the 2025 wage increase is implemented (i.e., on the first full pay period following the date the Agreement is law).

2. Retro Wage Range Increases: The TASS classification series and Warranty Claims Analyst classification are receiving a two-range wage increase effective January 1, 2025. In lieu of calculating retroactive compensation for the 2025 wage range increases, beginning with the month of January 2025, each eligible employee (i.e., employees who are employed in a TASS or Warranty Claims Analyst classification at the time the Agreement is law and those employees who retired between January 1, 2025 and the time that Agreement is law) will be eligible for a per month payout of \$750 less mandatory withholdings, prorated for part-time employees and employees who worked less than the full calendar month in a TASS or Warranty Claims Analyst classification, and prorated for the month in which the 2025 wage-range increases are implemented (i.e., on the first full pay period following the date the Agreement is law). Eligible employees receiving the wage range increase shall not be eligible for the Retro 2025 COLA/GWI.

3. Ratification Bonus: Employees who are employed with the County in a Union bargaining unit position between April 16, 2025 and April 30, 2025 shall receive a \$1000 ratification bonus.

4. Terms and conditions of the agreement shall be effective on the first day of the first full pay period following the effective date of the ordinance, which is ten days following the King County executive's approval signature.

For Professional and Technical Employees, Local 17:

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Karen Estevenin
Executive Director

5/9/2025

Date

For King County:

DocuSigned by:

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Angela Marshall
Deputy Director
Office of Labor Relations
King County Executive Office

5/12/2025

Date