King County | Office of the Executive

Executive Girmay Zahilay
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401 Fifth Avenue, Suite 800
Seattle, WA 98104-2391

July 16, 2026

The Honorable Sarah Perry
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Perry:

I am pleased to transmit to you a proposed Ordinance that would, if enacted, approve the fourth successor agreement to the 2021-2025 Coalition Labor Agreement. The proposed Ordinance would further standardize County practices and procedures and apply equitable collective bargaining agreement (CBA) provisions to employees from one additional bargaining unit in the King County Coalition of Unions (Coalition). This labor agreement is signatory to the Coalition Labor Agreement (CLA) that was approved by Ordinance 19989. This agreement, negotiated with the Coalition, covers the period of January 1, 2026, through December 31, 2028.

The result of this collaboration between King County (County) and the Coalition achieves efficiencies, advances equity, and acknowledges the dignity and worth of County employees and the important role of unions. This fifth successor agreement impacts approximately 259 County employees in an individual bargaining unit. Ratification of this agreement will enable the County to achieve efficiencies and cost savings and advance the County's priorities and goals. It provides a sustainable and fair economic package and reflects responsible stewardship of public funds.

Employees covered by this CLA package will be eligible for the new superseding Bilingual Pay Premium and Program. The new provision increased equity, consistency, and financial stewardship with standardized bilingual pay, including position designation, eligibility standards, and compensation amounts across departments. Language proficiency standards ensure designated bilingual employees can accurately engage in-depth conversations with comprehension, resulting in improved customer service to limited English speaking people seeking to access County services and information. Further, the previously approved CLA increased its fund contribution to the Professional Development fund that may be accessed by eligible employees.

The CLA package included improved alignment to countywide policies and Code provisions, including in County-owned downtown parking facilities. Paid parking rates for employees will now be consistent with County Code. Paid parental leave provisions, volunteer service days, and telecommuting policy rules that maintain management rights are now updated to align with established County Code and County policies.

Some of the components of this CLA economic package include general wage increases (GWI) of 3.75 percent in 2026, 3.75 percent in 2027, and a cost-of-living adjustment (COLA) with a three percent floor and a four percent ceiling in 2028, after applying a 95 percent Consumer Price Index formula. Additionally, this package provides all employees signatory to this agreement with a $1,500 ratification bonus and accelerates accrual of vacation days for new hires (0-49 months).

This agreement fulfills the County's commitment to work collaboratively with the County workforce to identify and implement cost reductions and productivity gains by standardizing practices and CBA provisions, which will result in increased efficiencies for the use of County resources. It also facilitates the County's efforts to recruit, retain, and develop employees who will provide high quality services to the public.

This agreement is a product of good faith collective bargaining between the County and the union signatory to the attached agreement. The County has the capacity to finance this agreement. The agreement has been reviewed by the Prosecuting Attorney's Office. This bargaining unit's unique CBA terms are provided as an appendix to the CLA, with the one appendix listed in the table of contents by the description of the bargaining unit's appendix and its commonly identified contract binder code.

In addition to the CLA provisions that apply to this bargaining unit, the appendix also includes changes negotiated through appendix bargaining, which is commonly referred to as "small table" bargaining. These "small table" changes are summarized in the accompanying staff report.

A complete breakdown of the costs associated with this agreement can be found in the accompanying fiscal note, which has been reviewed by the Executive Office budget team. Supplemental budget authority will not be needed.

Our employees are our most valuable asset, and our collaboration with our union partners benefits our employees and the citizens of King County. Thank you for your continued support for our employees through your approval of this important proposed legislation.

If your staff have questions, please contact Angela Marshall, Interim Director, Office of Labor Relations, at 206-263-0809.

Sincerely,

for

Girmay Zahilay
King County Executive

Enclosure

cc: King County Councilmembers
ATTN: Stephanie Cirkovich, Chief of Staff, King County Council
Melani Hay, Clerk of the Council
Karan Gill, Deputy Executive, Office of the Executive
Jasmin Weaver, Chief of Staff, Office of the Executive
Hyeok Kim, Chief Operating Officer, Office of the Executive
Sierra Howlett Browne, Policy Director, Office of the Executive
Garrett Holbrook, Council Relations Manager, Office of the Executive
Angela Marshall, Interim Labor Relations Director, Office of the Executive