



King County

Dow Constantine

King County Executive

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October 30, 2024

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

Dear Councilmember Upthegrove:

This letter transmits a proposed Ordinance that would, if enacted, ratify a memorandum of agreement (MOA) between King County and the Service Employees International Union, Local 925 (Union), representing employees in the Department of Natural Resources and Parks (DNRP) for a contractual period commencing on the effective on the first day of the first full pay period following the effective date of the Ordinance. Adoption of this proposed Ordinance will enable King County to provide bargained-for wages to employees who work in our Wastewater Treatment Division (WTD) of the Department of Natural Resources and Parks.

This MOA covers approximately 300 full- and part-time positions covered under Appendix 11 in WTD. The employees in these positions support the operation and maintenance of King County's wastewater treatment services.

As part of the January 1, 2021, through December 31, 2024, Coalition Labor Agreement (CLA), King County and the Union (the parties) committed to, by way of MOA, performing salary studies of the positions in the bargaining unit. This was followed by wage negotiations informed by the results of the total compensation market survey. The parties commenced the salary studies in the first quarter of 2023 and concluded that process in the fourth quarter of 2023. Additionally, the County also examined recruitment and retention issues, and wage compression in the bargaining unit. The parties then entered into salary negotiations and reached a tentative agreement on September 25, 2024.

This agreement provides wage range increases for 19 job classifications in the bargaining unit supported by a total compensation market study. The parties also agreed on changes to the collective bargaining agreement Article 8 to improve the efficiency in how career service

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vacancies are filled and to improve the County's ability to recruit competitive external job applicants in a timely manner. These changes, along with the classification wage increases, are anticipated to bolster WTD's ability to fill job vacancies more quickly and use more competitive hiring processes to bring in highly qualified external job applicants.

A complete breakdown of the costs associated with this agreement can be found in the accompanying fiscal note, which has been reviewed by the Office of Performance, Strategy and Budget. Supplemental budget authority is not needed for this agreement.

Thank you for your consideration of this proposed Ordinance. This important legislation will ratify the negotiated MOA which provides competitive wages necessary to recruit and retain highly qualified WTD job classifications in DNRP.

If your staff have questions, please contact Megan Pedersen, Director, Office of Labor Relations, at 206-263-2898.

Sincerely,



for

Dow Constantine
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, Chief of Staff, Office of the Executive
Penny Lipsou, Council Relations Director, Office of the Executive
Dwight Dively, Director, Office of Performance, Strategy and Budget
Megan Pedersen, Director, Office of Labor Relations