



## King County | Office of the Executive

### Executive Girmay Zahilay

Chinook Building, CNK-EX-0800  
401 Fifth Avenue, Suite 800  
Seattle, WA 98104-2391

April 23, 2026

The Honorable Sarah Perry  
Chair, King County Council  
Room 1200  
COURTHOUSE

Dear Councilmember Perry:

I am pleased to transmit to you a proposed Ordinance that would, if enacted, approve the third 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 three additional bargaining units in the King County Coalition of Unions. These three labor agreements are signatory to the Coalition Labor Agreement (CLA) that was approved by Ordinance 19989. This agreement, negotiated with the Coalition of Unions (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 third successor agreement impacts approximately 196 County employees in three labor organizations in individual bargaining units. 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.

This CLA package contains a new superseding Bilingual Pay Premium and Program. The new provision increases equity, consistency, and financial stewardship with standardized bilingual pay, including position designation, eligibility standards, and compensation amounts across departments. Language proficiency standards will 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 current fund, which receives \$150,000 annually, will be increased to \$250,000 dollars annually.

The CLA package includes improved alignment to countywide policies and King County Code provisions, including in County-owned downtown parking facilities. Paid parking rates for employees

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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 of 3.75 percent in 2026, 3.75 percent in 2027, and a cost-of-living adjustment 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 those unions that are signatories to the attached agreement. The County has the capacity to finance this agreement. The agreement has been reviewed by the Prosecuting Attorney's Office.

Each bargaining unit's unique CBA terms are provided as an appendix to the CLA, with three appendices listed in the table of contents by the description of the bargaining unit's appendix and their commonly identified contract binder code.

In addition to the CLA provisions that apply to each bargaining unit, some appendices also include changes negotiated through that specific 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. Although the cost of living adjustment/general wage increase and ratification incentive were assumed in the 2026-2027 Adopted Budget, range increases negotiated for some union members were not budgeted and will likely require additional appropriation in the 2nd Omnibus of 2026-2027.

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.

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Sincerely,

A handwritten signature in black ink, appearing to read "Karan Gill". The signature is stylized and written in a cursive-like font.

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