



King County

Dow Constantine

King County Executive

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August 6, 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 negotiated memorandum of agreement (MOA) between King County and the Amalgamated Transit Unit (ATU). This agreement applies to benefits-eligible employees in the Metro Transit Department (MTD) for the contractual period of January 1, 2025, through December 31, 2026.

This agreement covers more than 4,000 ATU-represented active benefits-eligible employees in MTD. These employees perform work in support of Metro Transit bus, streetcar, and light rail operations. These employees are highly valued for their services in providing our community smooth transit operations.

The negotiated MOA was reached pursuant to good faith negotiations and collective bargaining between King County and the ATU. The MOA has been ratified by ATU's leadership.

Adoption of this proposed Ordinance will enable King County to continue to provide fully insured and self-insured medical, dental, vision, disability, accidental death and dismemberment, and life insurance programs to ATU eligible employees.

Two notable changes from previous agreements are reflected in the 2025-2026 ATU benefits agreement attached to the proposed Ordinance.

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1. An increase of four percent in County contributions will occur in 2025 and 2026. The current 2024 funding rate of \$1,629 per employee per month will increase to \$1,694 in 2025 and to \$1,762 in 2026.
2. Employees who elect to be insured by the Kaiser Permanente health maintenance organization plan will not experience increases to their out-of-pocket costs. However, various increases for those employees who elect the Regence affordable health network plan or the preferred provider organization plan. These increases involve increases in the benefit access fees, deductibles, and out-of-pocket maximums.

Funding for this agreement will be included in the 2025 Proposed Budget. A complete breakdown of the costs associated with these agreements are in the accompanying fiscal note, which has been reviewed by the Office of Performance, Strategy and Budget.

Thank you for your consideration of this proposed Ordinance. This important legislation keeps King County's fiscal stewardship commitment to the public by managing its costs in a sustainable and predictable manner.

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
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