



## King County

### **Dow Constantine**

King County Executive

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October 11, 2023

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) negotiated by and between King County and the International Brotherhood of Teamsters, Local 117, representing employees in the Department of Natural Resources and Parks for a contractual period of January 1, 2023, through December 31, 2024. Adoption of this proposed Ordinance will enable King County to provide bargained for wages to employees who manage wastewater treatment services in our community.

This MOA covers six job classifications, all at managerial levels, in the Wastewater Treatment Division (WTD). The 16 employees in this bargaining unit hold positions in classifications that include: Environmental Programs Section Manager, WTD Financial Services Manager, Wastewater Project Planning and Delivery Section Manager, Wastewater Project Resources Unit Manager, Wastewater Operations Manager, and Wastewater Treatment Plant Manager.

The 16 employees in this bargaining unit provide leadership at a level under the Division Director and Deputy Director. These 16 employees manage sections within WTD and operate the County's wastewater treatment plants.

The parties agreed at the conclusion of the prior round of contract negotiations in 2022 to form a joint salary study committee to consider the rates of pay at comparable agencies. The parties completed this process in September 2023, and subsequently negotiated wage range increases for the six classifications in the bargaining unit, retroactively effective to January 1, 2023.

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.

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Thank you for your consideration of this proposed Ordinance. This important legislation will ratify the negotiated MOA which provides the competitive wages necessary to recruit and retain highly qualified managers in the Wastewater Treatment Division.

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