



## King County | Office of the Executive

### Executive Girmay Zahilay

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

June 10, 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.

This fourth successor agreement impacts approximately 52 County employees in an individual bargaining unit working in the King County Sheriff's Office who are members of the King County Regional Automated Fingerprint Identification System Guild. 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

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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 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 (0-59 months).

This agreement is a product of good faith collective bargaining between the County and the union that is 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. The bargaining unit's unique CBA terms are provided as an appendix to the CLA, with 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 the bargaining unit, the appendix also includes 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. The COLA/GWI and ratification incentive were assumed in the 2026-2027 Adopted Budget, and no supplemental budget is required to implement this agreement.

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,

The Honorable Sarah Perry

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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, Director of Government Relations, Office of the Executive

Garrett Holbrook, Council Relations Manager, Office of the Executive

Angela Marshall, Interim Labor Relations Director, Office of the Executive

Patti Cole-Tindall, Sheriff, King County Sheriff's Office