



## **King County**

**Shannon Braddock**

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October 9, 2025

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

Dear Councilmember Zahilay:

I am pleased to transmit to you King County's successor agreement to the 2021-2025 Coalition Labor Agreement. If enacted, this proposed Ordinance, referred to as the Coalition Labor Agreement (CLA), would further standardize practices and procedures, and apply equitable collective bargaining agreement (CBA) provisions to employees in the King County Coalition of Unions. This CLA, 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 CLA impacts approximately 7,120 County employees in 18 labor organizations and 52 individual bargaining units. Ratification of the CLA will enable the County to achieve efficiencies and cost savings and advance the County's priorities and goals, aligned with the Executive's True North Values. It provides a sustainable and fair economic package and reflects responsible stewardship of public funds. The proposed CLA fulfills these objectives through:

**1. Investing in Workforce Elements that Align with the Executive's True North**

**Values:** This CLA package introduces 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 CLA will increase 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 annually.

- 2. Continued Standardization and Modernization of CLA terms:** 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.
- 3. Providing an Equitable and Sustainable Economic Package:** Some of the components of the 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 3 percent floor and a 4 percent ceiling in 2028, after applying a 95 percent Consumer Price Index formula. Additionally, this package provides all employees signatory to the CLA 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 more efficient 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.

The CLA 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, and 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 52 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 a separate document entitled "2025 Material Changes to CLA Appendices."

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 needed for the agreements.

The Honorable Girmay Zahilay

Date

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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,

A handwritten signature in black ink, appearing to read "Shannon Braddock", written over a faint circular stamp.

for

Shannon Braddock  
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, Chief of Staff, Office of the Executive  
Stephanie Pure, Council Relations Director, Office of the Executive  
Dwight Dively, Director, Office of Performance, Strategy and Budget  
Angela Marshall, Interim Director, Office of Labor Relations