



## King County

**Dow Constantine**  
King County Executive  
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July 18, 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 collective bargaining agreement (CBA) between King County and the Puget Sound Police Managers Association (PSPMA), representing employees in the King County Sheriff's Office (KCSO) for a contractual period of January 1, 2024, through December 31, 2026. This CBA covers eight individuals appointed to the rank of Major in the KCSO.

This proposed Ordinance would ratify the negotiated CBA, which provides the standardized working conditions and competitive wages necessary to recruit and retain the qualified Majors who are necessary to further the Sheriff's Office's public safety mission. In addition to maintaining the long-standing negotiated wage differential with the lower ranks in the KCSO, this CBA standardizes provisions related to sick leave usage, definitions, and donated leave.

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.

Thank you for your consideration of this proposed Ordinance. This important legislation will ratify the negotiated CBA which provides the competitive wages necessary to recruit and retain the qualified employees necessary to further the KCSO's public safety mission.

If your staff have questions, please contact Megan Pedersen, Director, Office of Labor Relations, at 206-263-2898.

The Honorable Dave Upthegrove

July 18, 2024

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Sincerely,

A handwritten signature in black ink, appearing to read "Dow Constantine". The signature is written in a cursive style with a large, circular flourish at the end.

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