



King County

Shannon Braddock
King County Executive

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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 a proposed Ordinance that will, if enacted, bring the King County Code into alignment with the benefits and practices of the Coalition Labor Agreement (CLA). This proposed Ordinance supports improvements in efficiency and productivity for the County by extending the benefits and practices in the CLA to our non-represented employees. The 2025 CLA is transmitted to the King County Council simultaneously with this proposed Ordinance.

In June 2025, King County reached a tentative CLA with the King County Coalition of Unions, representing approximately 7,120 employees across all County departments. The 2025 CLA further builds upon the efficiencies originally established in the 2018 Master Labor Agreement and the subsequent 2021 CLA by standardizing additional common benefits and practices for employees.

The proposed changes include an increase in vacation leave accruals for the first five years of employment, an increase in organ donor leave, and a bilingual pay premium for County employees.

If your staff have questions regarding this matter, please contact Denise R. Pruitt, Department of Human Resources Chief of Policy & Legislation, at 206-477-3230.

The Honorable Girmay Zahilay
October 9, 2025
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Sincerely,

A handwritten signature in black ink, appearing to read 'Shannon Braddock', with a stylized flourish at the end.

for

Shannon Braddock
King County Executive

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, Chief Operating Officer, Office of the Executive
Megan Pederson, Chief People Officer, Office of the Executive
Jay Osborne, Director, Department of Human Resources
Denise R. Pruitt, Chief of Policy & Legislation, Department of Human Resources