



## King County

### **Dow Constantine**

King County Executive

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[www.kingcounty.gov](http://www.kingcounty.gov)

August 19, 2021

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

Dear Councilmember Balducci:

This letter transmits a proposed Ordinance that would, if enacted, ratify a negotiated collective bargaining agreement (CBA) with the International Association of Fire Fighters, Local 2595 (IAFF) covering Mobile Intensive Care Paramedics and Paramedic Supervisors in the Department of Public Health Seattle for the contractual period of January 1, 2021, through December 31, 2023.

Adoption of this proposed Ordinance will enable King County to provide bargained for wages, hours, and working conditions to employees who provide paramedic services in our community. The negotiated CBA covers approximately 80 King County Medic One (KCM1) employees, including paramedics, paramedic supervisors, and paramedic interns. KCM1 provides service locations at nine medic stations in King County.

KCM1 paramedics serve the largest geographic area of any paramedic provider in the region, handling approximately 14,000 calls per year. KCM1 is a recognized leader in clinical pre-hospital medical care and often sets the standard for pre-hospital medical care nationwide.

The negotiated CBA was reached pursuant to good faith collective bargaining between King County and the IAFF. It has been ratified by the bargaining unit. The CBA contains updates to improve operational efficiency, adopting several King County standards such as vacation accrual for 40-hour employees and donated leave. Operational efficiencies include a streamlined process for how unexpected staffing vacancies are filled.

*General Wage Increases (GWI)* in 2021, 2022, and 2023 for this CBA are calculated using the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for Seattle-Tacoma-Bellevue (June to June) plus 1 percent for each year of the agreement. The

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wage adjustments are based on historical wage adjustments for the bargaining unit, the external market, and budget.

Adoption of this proposed Ordinance, which will ratify the negotiated CBA, advances the King County Strategic Plan goal of efficient, accountable regional and local government and the goal of improving the health and well-being of people in our community.

A supplemental budget authority is necessary for this CBA. 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.

Thank you for your consideration of this proposed Ordinance. This important legislation will ratify the negotiated CBA which provides standardized working conditions and the competitive wages that are necessary to recruit and retain qualified employees needed to perform paramedic services by the County.

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: Janine Weihe, Interim Chief of Staff  
        Melani Pedroza, Clerk of the Council  
Shannon Braddock, Deputy Chief of Staff, Office of the Executive  
Karan Gill, Director, Council Relations, Office of the Executive  
Dwight Dively, Director, Office of Performance, Strategy and Budget  
Megan Pedersen, Director, Office of Labor Relations