



## King County

### **Dow Constantine**

King County Executive

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March 11, 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 memorandum of agreement (MOA) between King County and the Technical Employees Association representing employees in the Department of Natural Resources and Parks (DNRP) for a contractual period of January 1, 2023, through December 31, 2024. Adoption of this proposed Ordinance will enable King County to provide bargained for wages to employees who provide construction management work supporting wastewater treatment services in our community.

This MOA covers five non-supervisory job classifications, all part of a Wastewater Construction Management series, in the Wastewater Treatment Division (WTD) in DNRP. The approximately 40 employees in these positions provide construction management in support of the WTD at all professional, non-supervisory levels.

At the conclusion of the prior round of contract negotiations in 2022, the parties agreed to form a joint salary study committee to consider the rates of pay at comparable agencies. The parties completed this process in January 2024, and subsequently negotiated wage range increases for the five classifications in the bargaining unit, retroactively effective to January 1, 2023.

This agreement also acknowledges the consolidation of the highest level non-supervisory work in this job series into the Wastewater Construction Management V level and elimination of the Wastewater Construction Management VI position from the bargaining unit. The agreement further acknowledges paying the Wastewater Construction Management V position on an hourly, overtime-eligible basis.

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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 MOA which provides the competitive wages necessary to recruit and retain highly qualified managers in the WTD.

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: 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