



## **King County**

**Shannon Braddock**

King County Executive

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April 29, 2025

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

Dear Councilmember Zahilay:

This letter transmits a proposed Ordinance that would, if enacted, ratify a negotiated collective bargaining agreement (CBA) with the International Association of Fire Fighters 2595 (IAFF), representing employees in the Department of Public Health (DPH), for a contractual period commencing on January 1, 2024, through and including December 31, 2026. Adoption of this proposed Ordinance will enable King County (the County) to provide bargained-for wages and working conditions to our employees who provide paramedic services in South King County across nine paramedic locations.

The CBA covers approximately 85 employees classified as Paramedic-In-Training, Paramedic, and Medical Service Officer Paramedic Supervisor employees in DPH who provide 24/7 paramedic services in South King County at the following paramedic locations: Burien (Medic 4), Renton (Medic 5), Auburn (Medic 6), Kent (Medic 7), Federal Way (Medic 8), Vashon (Medic 9), Covington (Medic 11), Enumclaw (Medic 12), and Des Moines (Medic 13).

The CBA includes agreed upon general wage increases over the three-year contract term, as follows: 2024: 6 percent wage increase; 2025: 4.1 percent wage increase, and 2026: wages shall be adjusted in accordance with 100 percent of the Consumer Price Index for Urban Wage Earners and Clerical Workers for Seattle-Tacoma-Bellevue (the percentage increase from June 2024 to June 2025), with no floor and no ceiling, which produces a wage increase.

The County and IAFF (the parties) agreed to several premium pay increases for Field Training Officers, Paramedic Shift Trainer, annual uniform allowance stipend, and an increase to the Retiree Voluntary Employees Beneficiary Association Plan payment amounts. Important working condition changes were agreed upon to improve management rights

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concerning employees in probationary status and in various acting roles such as Field Training Officer status. The parties were also able to reach agreement related to recent health benefit changes and maintain the bargaining unit under the Joint Labor Management insurance health benefit plans.

The CBA was reached pursuant to good faith negotiations and collective bargaining between the County and IAFF 2595.

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. No supplemental budget will be needed to implement this agreement.

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

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

Sincerely,



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  
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