



King County

Dow Constantine

King County Executive

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www.kingcounty.gov

October 3, 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) for a one-year extension of the 2023-2024 collective bargaining agreement (CBA) between King County (the County) and the Washington State Nurses Association (WSNA), representing nurse staff employees in the Department of Adult and Juvenile Detention (DAJD) and the Department of Public Health (DPH). If approved, this proposed Ordinance would ratify an agreement, covering approximately 218 employees represented by WSNA for a contractual period of January 1, 2025, through December 31, 2025.

Adoption of this proposed Ordinance will enable the County, DAJD, and DPH to continue providing bargained for wages, hours and working conditions to staff nurses working in DAJD and DPH, including staff nurses in the following classifications: public health nurse, registered nurse, advance practice nurse practitioner, advance practice nurse specialist, licensed practical nurse, and psychiatric advanced registered nurse practitioner.

King County nurses perform a wide variety of nursing services and patient care. Public Health nurses provide care coordination, education, screening, assessment, and referrals for pregnant and parenting individuals, infants, and young children. Registered nurses work in the ambulatory care setting, providing health care services in public health clinics and in our jail facilities. Our advance registered nurse practitioners provide direct clinical services such as screening, assessment, diagnosis, and prescriptions to pediatric, adolescent, and adult patients though out King County in public health clinics, jails, school-based health centers, and though mobile outreach. Our psychiatric advanced registered nurse practitioners provide holistic psychiatric health care and substance use disorder management to individuals which includes performing a comprehensive psychiatric evaluation of mental status, current and

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past history of violence, suicidal or self-harm behavior, substance use, level of functioning, health behaviors, trauma, sexual behaviors, and social and developmental history.

The negotiated CBA extension was reached pursuant to good faith negotiations and collective bargaining between the County and WSNA (the parties). It has been ratified by the bargaining unit.

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.

The following areas of compensation are addressed in the Agreement:

Successor Bargaining - The parties commit to begin meeting for successor negotiations in January of 2025.

Cost of Living Adjustment – Effective January 1, 2025, WSNA nurse staff represented positions shall receive a cost-of-living adjustment (COLA) applied to 2024 base wages derived from CPI-W at 95 percent with a floor of two percent and a cap of four percent. The known COLA for 2025 will be four percent.

Ratification Incentive – Also effective January 1, 2025, WSNA nurse staff represented positions will receive an additional one-point five (1.5) percent general wage increase (GWI).

Goat Hill Parking Benefit – Extension of the 2023-24 parking benefit allowing Jail Health Services RNs working day shift to park in Goat Hill Garage at the afterhours rate. This benefit sunsets December 31, 2025.

Thank you for your consideration of this proposed Ordinance. This important legislation will ratify the negotiated CBA extension which maintains standardized working conditions and the competitive wages that are necessary to recruit and retain the qualified employees needed to deliver critically needed healthcare services in DAJD and DPH.

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

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Enclosure

cc: King County Councilmembers

ATTN: Stephanie Cirkovich, Chief of Staff, King County Council

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