



King County

Dow Constantine

King County Executive

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September 18, 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 Teamsters Local Union No. 174 (Union), representing employees in the Department of Local Services (DLS), the Department of Natural Resources and Parks (DNRP), and the Department of Executive Services (DES) for a contractual period commencing on the effective date of the Ordinance, through and including December 31, 2025. Adoption of this proposed Ordinance will enable King County to provide bargained-for wages to employees who provide work in our community in support of operations involving the removal of solid waste, the maintenance of roads and parks, and provision of fleet services.

This MOA covers approximately 235 full- and part-time positions which are part of the transfer station operator, truck driver, utility worker (tipper classification), scale operator, and signs and marking specialist job classifications in the Fleet, Road Services, Parks, and Solid Waste Divisions of DLS, DNRP, and DES. The employees in these positions drive various vehicles for the County, including tipping loads of garbage at the landfill; handling trash, recyclables, and yard waste at transfer stations; providing customer service and weighing vehicles at transfer stations and the landfill; and providing signage on County roads.

As part of the January 1, 2021, through December 31, 2024, Coalition Labor Agreement, King County and the Union (the parties) committed to, by way of MOA, performing salary studies of the positions in the bargaining unit, followed by wage negotiations informed by the results of the market survey. The parties commenced the salary studies in August 2023 and concluded that process May 2024. The parties then entered into salary negotiations in May 2024 and reached a tentative agreement on August 6, 2024. The tentative agreement provides two salary range increases for all positions in the bargaining unit, supported by the market

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study. The wage range increases are for the transfer station operator, truck driver, utility worker (tipper classification), scale operator, and signs and marking specialist job classifications in the bargaining unit, prospectively effective the first full pay period following the enactment of this proposed Ordinance.

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 competitive wages necessary to recruit and retain highly qualified transfer station operators, truck drivers, utility workers (tipper classification), scale operators, and signs and marking specialists in DLS, DNRP, and DES.

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, 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