



## King County

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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 supervisors and managers in the Department of Public Health (DPH) and the Department of Adult and Juvenile Detention (DAJD). If approved, this proposed Ordinance would ratify an agreement, covering approximately 28 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 to continue providing bargained for wages, hours and working conditions to nurse supervisor and manager employees.

The negotiated CBA covers approximately 28 supervisors in the nurse manager, personal health services supervisor, assistant personal health services supervisor, occupational health program manager, and nurse recruiter job classifications. Employees in these positions oversee daily operations and supervise medical and administrative staff at Public Health service locations and in DAJD.

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.

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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 supervisor and manager represented positions shall receive a cost-of-living adjustment (COLA) applied to 2024 base wages derived from the Consumer Price Index-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 supervisor and manager 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 Supervisors working day shift to park in Goat Hill Garage at the after hours 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 oversee the delivery of critically needed healthcare services provided by DPH and DAJD.

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