



## King County

### **Dow Constantine**

King County Executive

401 Fifth Avenue, Suite 800

Seattle, WA 98104-1818

**206-263-9600** Fax 206-296-0194

TTY Relay: 711

[www.kingcounty.gov](http://www.kingcounty.gov)

May 10, 2023

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 negotiated collective bargaining agreement (CBA) with the International Brotherhood of Teamsters Local 117 (Union). The negotiated CBA covers ombuds staff in the King County Office of the Ombuds for the contractual period of January 1, 2023, through December 31, 2024. This CBA will be Appendix 467 under the Coalition Labor Agreement (CLA).

Adoption of this proposed Ordinance will enable King County to provide bargained-for wages, hours, and working conditions to our six employees serving the King County Office of the Ombuds.

The King County Office of the Ombuds investigates complaints on administrative conduct by King County agencies and departments regarding possible violations of the King County Code of Ethics, reports of improper governmental action, and allegations of retaliation under the Whistleblower Protection Code. In addition, the Tax Advisor section of the Ombuds Office provides property owners with information regarding all aspects of the property tax assessment process.

The negotiated CBA was reached pursuant to good faith collective bargaining between King County and the Union. The CBA has been ratified by the bargaining unit.

The terms and conditions of the negotiated CBA align with the CLA general wage increases and standard Appendix provisions. Additionally, this Agreement provides some wage and weekly workhour adjustments. The standard workweek is increased from a 35 hour workweek to a 40 hour workweek. The Deputy Ombuds and the Senior Deputy Ombuds classifications are provided a one-range increase to existing classifications to account for the increased standard workweek. The Tax Advisor classification is provided a two range increase to reflect internal alignment with other similar positions within the King County Council staff and to account for the increased standard workweek. All classifications are now

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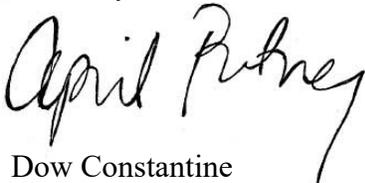
placed on the ten step King County squared salary table. Lastly, the negotiated CBA creates two new Ombuds classifications to differentiate between higher-level and mid-level investigative work, which also creates career progression opportunities.

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 (PSB). PSB and agency finance staff expect that this increased cost can be covered by vacancy savings. No supplemental appropriation is being requested.

Thank you for your consideration of this proposed Ordinance. This important legislation will ratify the negotiated CBA which provides standardized working conditions and the competitive wages necessary to recruit and retain Office of the Ombuds employees to support King County Council services.

If your staff have any 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 Pedroza, Clerk of the Council  
Shannon Braddock, Chief of Staff, Office of the Executive  
Karan Gill, Deputy Chief of Staff, Office of the Executive  
Mina Hashemi, Council Relations Director, Office of the Executive  
Dwight Dively, Director, Office of Performance, Strategy and Budget  
Megan Pedersen, Director, Office of Labor Relations