[Month Day, Year]

The Honorable Joe McDermott

Chair, King County Council

Room 1200

C O U R T H O U S E

Dear Councilmember McDermott:

The enclosed ordinance, if approved, will ratify the International Brotherhood of Teamsters Local 117 (Wastewater Treatment Division, Managers and Assistant Managers - Department of Natural Resources and Parks) collective bargaining agreement for the period of January 1, 2018, through December 31, 2020, which will enable King County to continue to provide excellent management of its wastewater treatment operations and services. This agreement covers 15 employees in the Department of Natural Resources and Parks, Wastewater Treatment Division.

Employees covered by this collective bargaining agreement comprise most of the senior management team for the Wastewater Treatment Division responsible for managing the finance, resource recovery, project planning and delivery, environmental and community services sections; wastewater treatment plants; and the Brightwater capital program. These employees are critical to the mission of protecting public health and enhancing the environment through their twenty-four seven management of the division’s operations and services.

The collective bargaining agreement for this bargaining unit will become an appendix of the Master Labor Agreement (MLA). Accordingly, many of the provisions of the collective bargaining agreement have been removed and replaced with references to the relevant portions of the MLA.

This agreement contains significant improvements in efficiency, accountability and productivity for the County by adopting the uniform provisions of the Master Labor Agreement. This agreement also advances the goals of the King County Strategic Plan by proliferating uniform terms and conditions of employment to an additional bargaining unit.

The general-wage-increase for 2018 is 2.75%. The general-wage-increases for 2019 and 2020 will be determined as a result of “Total Compensation” negotiations with the King County Coalition of Unions.

The settlement reached is a product of good faith collective bargaining between King County and the Union. The agreement compares favorably with other settlements and is within our capacity to finance. This agreement has been reviewed by the Office of the Prosecuting Attorney, Civil Division.

Thank you for your consideration of this ordinance. This important legislation will help King County residents by furthering the objectives of the County’s Strategic Plan through increased efficiencies to process and administration, and supporting the high quality services provided by the Department of Natural Resources and Parks.

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

Sincerely,

Dow Constantine

King County Executive

Enclosure

cc: King County Councilmembers

ATTN: Carolyn Busch, Chief of Staff

Melani Pedroza, Clerk of the Council

Dwight Dively, Director, Office of Performance, Strategy and Budget

Megan Pedersen, Director, Office of Labor Relations

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| bcc: |  | Bryon Perreira, Union Representative, International Brotherhood of Teamsters Local 117 |

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