



**King County – Professional & Technical and Administrative Support Employees
Summary of Changes
2026-2028 Coalition Labor Agreement Appendix 154**

In addition to the improvements achieved in the Coalition Labor Agreement (CLA), your bargaining committee achieved the following in your Appendix:

General Edits

- Clean up numbers, references and changes required under the law.
- Deletion of Articles/Sections covered in the CLA.
- Incorporation of previous Memorandums of Agreement and Addenda.

Holidays

- Clarify applicability of holiday pay for comprehensive leave-eligible employees.
- Expansion of holiday pay premium to STTs in Parks and Elections if required to perform work on a holiday.

Professional License and Certification Pay

- New Memorandum of Agreement indicating that any employee may request to have a particular license or certification added to the list using the appropriate channels available within their individual agency. Such requests shall not be unreasonably denied.

Wage Rates

- Merit over the top (MOT) expansion for employees covered under Addendum B working in FMD, FBOD and DHR.
- Second shift differential increased from \$1.00/hr. to \$1.50/hr.

Hours of Work

- Changes in worksite location now require 30-day written notice.

Performance Appraisals

- Written request supporting performance appeals due now at the time of appeal meeting with division or department director.

Other Addendums

- Maintained and updated Memorandums of Agreements re. Green Where We Work, 40 Hour Work Week for Department of Elections, Intermittent Alternate Schedule and Overtime Adjustment - Department of Elections, Administrative Specialists II and III, Hazardous Waste Management Program Reorganization - Transfer of Employees, Extension of Partial Payment of Property Taxes Program.

Wage Addendums

- Range increases for the following:

ADDENDUM A			
	Current Range	Effective 1/1/26 or prospective upon full ratification, whichever is later	Final Range
Administrative Office Assistant	29	1 range	30
Administrative Specialist I	33	2 range	35
Administrative Specialist II	37	2 range	39
Administrative Specialist III	41	2 range	43
Administrative Specialist IV	46	2 range	48
Administrative Staff Assistant	48	1 range	49
Customer Service Specialist I	32	2 range	34
Customer Service Specialist II	36	2 range	38
Customer Service Specialist III	40	2 range	42
Customer Service Specialist IV	45	2 range	47
Fiscal Specialist I	34	1 range	35
Fiscal Specialist II	38	1 range	39
Fiscal Specialist III	42	1 range	43
Fiscal Specialist IV	47	1 range	48
SEP Associate I	25	2 range	27
SEP Associate II	30	2 range	32
SEP Associate III	33	2 range	35

ADDENDUM B			
	Current Range	Effective 1/1/26 or prospective upon full ratification, whichever is later	Final Range
Language Services Specialist II – Elections	51	2 ranges	53
Payroll Administrator	49	1 range	50
Payroll Specialist	44	3 range	47
Records Management Specialist	46	2 range	48