



**King County – Wastewater Supervisors  
Summary of Changes  
2026-2028 Coalition Labor Agreement Appendix 157**

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.

**Step Progression on PIP**

- Deletion of language that restricts step progression when on a performance improvement plan.

**Professional License and Certification Pay**

- Certification pay increased to \$75, with \$100 maximum.
- Inclusion of Boilers License (Grade III) (West Section Only)
- Inclusion of AACEi (Addendum C)
- Professional License increased to \$75, with \$100 maximum. (Total max of \$200 combined certification and licenses)

**Incorporation of BT MOA RE: Rotating Sups and Weeks Containing Holidays**

**BT Improvements!!**

- Improved accruals for newer employees.
- Now based on adjusted service dates.
- Employees with adjusted service dates on or before June 30, 2023:
  - BT carryover cap of 600 hours with ability to cash out up to 120 hours
- Employees with adjusted service dates on or after July 1, 2023:
  - BT carryover cap of 320 hours with ability to cash out up to 120 hours

**Memorandum of Agreements**

- Maintained Green Where We Work MOA
- NEW Rotating Supervisor Reallocation MOA

**Wage Rates**

- Classification specific range increases as follows:
  - **Addendum A**
    - Process Control Supervisor – 1 Range (Range 75)
    - Wastewater Maintenance Supervisor – 3 Ranges (Range 75)
    - Wastewater Operations Engineering Sup – 3 Ranges (Range 75)
    - Wastewater Safety and Emergency Manager – 3 Ranges (Range 75)

- Wastewater Treatment Supervisor – 3 Ranges (Range 75)
  - Wastewater Treatment Supervisor (Rotating) – 4 Ranges (Range 75)
- **Addendum B**
  - Financial Services Administrator – 4 Ranges (Range 75)
- **Addendum C**
  - Wastewater Capital Projects Managing Supervisor – 1 Range (Range 76)
  - Wastewater Construction Management VI – 1 Range (Range 76)
  - Wastewater Engineer Supervisor – 1 Range (Range 76)
  - NEW Wastewater Designer Supervisor (Range 75)