



**King County – Wastewater Professional, Technical & Administrative
Summary of Changes
2026-2028 Coalition Labor Agreement Appendix 156**

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 \$150 maximum.
- Inclusion of Certified Reliability Leader (CRL) certification.
- Inclusion of Certified Administrative Professional (CAP)
- Professional License increased to \$150.

BT Improvements!!

- 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

Wage Rates

- Classification specific range increases as follows:
 - **Addendum A**
 - NEW Wastewater Comms Spec I – 2 Ranges (Range 53)
 - NEW Wastewater Comms Spec II– 2 Ranges (Range 56)
 - NEW Wastewater Comms Spec III – 2 Ranges (Range 60)
 - NEW Wastewater Comms Spec IV – 2 Ranges (Range 66)
 - Engineer I – 3 Ranges (Range 57)
 - Engineer II – 3 Ranges (Range 62)
 - Engineer III – 3 Ranges (Range 67)
 - Engineer IV – 3 Ranges (Range 72)
 - Industrial Maintenance Program Specialist – 3 Ranges (Range 68)
 - Chief Process Analyst – 3 Ranges (Range 69)

- **Addendum B**
 - Payroll Specialist – 3 Ranges (Range 47)
 - Financial Services Administrator – 4 Ranges (Range 75)
- **Addendum C**
 - NEW Wastewater Comms Spec I – 2 Ranges (Range 53)
 - NEW Wastewater Comms Spec II – 2 Ranges (Range 56)
 - NEW Wastewater Comms Spec III – 2 Ranges (Range 60)
 - NEW Wastewater Comms Spec IV – 2 Ranges (Range 66)
- **Addendum D**
 - Fiscal Specialist I – 1 Range (Range 35)
 - Fiscal Specialist II – 1 Range (Range 39)
 - Fiscal Specialist III – 1 Range (Range 43)
 - Fiscal Specialist IV – 1 Range (Range 48)
- **Addendum E**
 - Administrative Office Assistant – 1 Range (Range 30)
 - Administrative Specialist I – 1 Range (Range 35)
 - Administrative Specialist II – 1 Range (Range 39)
 - Administrative Specialist III – 1 Range (Range 43)
 - Administrative Specialist IV – 1 Range (Range 48)
 - Administrative Staff Assistant – 1 Range (Range 49)
 - Customer Service Specialist I – 2 Ranges (Range 34)