

King County and the King County Coalition of Unions
“Total Compensation” Negotiations - Tentative Agreement

I. Duration: January 1st, 2019 – December 31, 2020

II. General Wage Increases and Agreement Ratification Bonus:

- a. 2019 – 4% GWI effective January 1st, 2019
- b. 2020 – 3% GWI effective January 1st, 2020, divided with 1.5% on January 1st, 2020, and a final 1.5% in the pay period that includes July 1st, 2020
- c. \$500 Coalition Bonus – A \$500 participation premium will be paid to all employees who are represented by unions in the Coalition and employed with the County on January 1st, 2020. The premium is contingent upon ratification of the Agreement.

III. Health and Welfare (Joint Labor Management Insurance Committee)

- a. **2019** – 0% increases over 2019 (\$1,524 per month on behalf of each JLMIC-Eligible employees)
- b. **2020** – 0% increases over 2020 (\$1,524 per month on behalf of each JLMIC-Eligible employees)
- c. **Restoration of the 2016 Retirees Medical Subsidy.** The medical premium subsidy shall be the COBRA rate for each offered medical plan (e.g, PPO, HMO) and plan tier (e.g., retiree only, retiree and spouse, retiree and child(ren), retiree and full family).
- d. **Vision enhancement:** The hardware (i.e., frames, contacts) allowance under the vision plan will raise to \$200 every 24 months from \$130 every 24 months.
- e. **Short Term Disability:** JLMIC-Eligible employee can elects to pay 100% of the premium costs of the STD plan. If an employee elects STD, the plan will provide a benefit amount of 60% of salary up to \$1,500 maximum weekly benefit (\$130,000 annual salary) for a 90-day benefit period.

f. Long Term Disability: Summary:

1. The current Long Term Disability Plan (LTD) buy-up plan (i.e., 90 days elimination period) JLMIC-Eligible Employees can elect to self-pay will be eliminated.
2. The JLMIC will fund 100% of the cost of Long Term Disability Plan (LTD) that has an elimination period of 90 days for JLMIC-Eligible Employees. This improves the current LTD plan which had a 180 days elimination period.
3. The benefit amount will be 60% of the employee's salary up to \$7,200 maximum monthly amount. This improves the salary replacement amount which was \$6,000 maximum monthly amount.

IV. Task Force for Child Care Benefit: The Coalition of Unions and the County will establish a task force with the common interest in increasing access to safe, affordable and quality childcare for King County employees.

V. Transit options for Short Term Temporaries (STT): The Coalition of Unions and the County agree to explore transit options for STT employees that is cost-effective with the intent of being able to implement in 2019 if an agreement is reached.