



**COALITION
of UNIONS
KING COUNTY**



**Interest Statement
King County Coalition of Unions and King County
October 28, 2015**

Economic Stability

The ability to cover more costs for basic living expenses such as housing, utilities and food are all important interests for our members working and living in the Seattle-King County area. Seattle is tied with Forth Worth, Texas as the third-fastest growing city. Median King County home prices increased by 11.66% in 2014, while rent in King County has increased by 9%.

Equity

Members are interested in being fairly compensated. Part of fair compensation is ensuring that they are paid at or above the average local market wage for the services they perform. We are interested in upward market adjustments to fairly compensate individuals as well as continue to attract and retain employees in competitive fields.

Recognition and Appreciation

We value employees being recognized for their service to their employer. After 10 years, most King County employees top out at Step 10 in the wage progression. This means a large proportion of employees at top step have only seen COLA raises for much of their careers. These long-term employees provide invaluable institutional knowledge and memories as well as a skill and experience level that help King County run successfully. There are also a number of different systems in place in King County where even under the same contract some employees receive this recognition while others do not. We value fairness and consistency across King County and feel that employees should be acknowledged for their length of service regardless of bargaining unit or classification title.

Health

Affordable healthcare has been and continues to be an important topic in America. We have had great success with the JLMIC providing these great benefits and establishing a projected \$42 million dollar reserve fund while maintaining quality healthcare for employees without premium shares or high deductibles. Employees greatly value this benefit and consider it an important factor in their decision to continue their employment with the County. Healthy employees are productive employees. The Coalition greatly values quality and affordable health insurance and seeks to maintain the cost and quality of these benefits, which we believe this is in line with the philosophy of King County.