



King County

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February 20, 2025

The Honorable Girmay Zahilay
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Zahilay:

This letter transmits a proposed Ordinance that would, if enacted, ratify memoranda of agreement (MOA) between King County (the County) and the Juvenile Division Supervisors bargaining unit (Union), representing approximately 11 employees in the Department of Adult and Juvenile Detention (DAJD), Juvenile Division. If approved, this proposed Ordinance would ratify an agreement for a temporary voluntary and mandatory overtime pay incentive for Corrections Supervisors that is effective upon written notice by the County to the Union based on payroll and operations implementation capability. The second MOA between the County and the Union concerns a declined mandatory overtime protocol and has similar implementation terms.

Adoption of this proposed Ordinance will enable DAJD to ensure improved security staffing continuity at the Patricia H. Clark Children and Family Justice Center. Employees in these positions support safety and security services at the facility and are primary supervisors of the juvenile detention officers.

The Corrections Supervisor Temporary Mandatory and Voluntary Overtime Pay Incentives Agreement provides that juvenile detention officers who work more than two hours of overtime per shift and who perform work related to the direct care, custody, and control of detainee youth will have the ability to earn double time pay for the overtime work. The terms of this agreement may be terminated by the County with 30 calendar days' notice to the Union.

The Corrections Supervisor Declined Mandatory Overtime Protocol Agreement provides that when an employee assigned to work mandatory overtime declines the overtime assignment

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due to an authorized purpose under the paid sick leave statute, the employee will generally be required to use their paid sick leave hours to cover the missed mandatory overtime assignment absent an approved family medical leave restriction on mandatory overtime work. The terms of this agreement may be terminated by the County with 30 calendar days' notice to the Union.

The negotiated MOAs were reached pursuant to good faith negotiations and collective bargaining between the County and the Union.

A complete breakdown of the costs associated with the agreements can be found in the accompanying fiscal notes, which have been reviewed by the Office of Performance, Strategy and Budget. Supplemental budget authority is needed for the agreements and will be included in a subsequent appropriations ordinance.

Thank you for your consideration of this proposed Ordinance. This important legislation will ratify the negotiated MOAs.

If your staff have questions, please contact Megan Pedersen, Director, Office of Labor Relations, at 206-263-2898.

Sincerely,



for

Dow Constantine
King County Executive

Enclosure

cc: King County Councilmembers
ATTN: Stephanie Cirkovich, Chief of Staff, King County Council
Melani Hay, Clerk of the Council
Karan Gill, Chief of Staff, Office of the Executive
Penny Lipsou, Council Relations Director, Office of the Executive
Dwight Dively, Director, Office of Performance, Strategy and Budget
Megan Pedersen, Director, Office of Labor Relations