



King County

Dow Constantine

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February 18, 2021

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

Dear Councilmember Balducci:

This letter transmits a proposed Ordinance that would, if enacted, provide funding necessary to implement two collective bargaining agreements (CBAs) with Washington State Nurses Association (WSNA). The CBAs cover staff nurses and supervising nurses in the departments of Public Health and Adult & Juvenile Detention bargaining units. Adoption of this proposed legislation will enable King County to provide funding necessary to implement these CBAs with employees who provide nursing care services in our community.

The negotiated CBA covers approximately 351 staff nurse positions and 36 managers and supervisors. These employees perform a variety of nursing services and patient care. Public Health Nurses provide care coordination, education, screening, assessment, and referrals for pregnant and parenting individuals, infants, and young children. Registered Nurses work in the ambulatory care setting, providing health care services in public health clinics and in our jail facilities. Our Advance Registered Nurse Practitioners provide direct clinical services such as screening, assessment, diagnosis, and prescriptions to pediatric, adolescent, and adult patients though out King County in public health clinics, jails, school-based health centers, and though mobile outreach. Members of the supervisory unit oversee daily operations and supervise medical and administrative staff at Public Health Service locations.

This proposed legislation would provide \$526,000 in supplemental appropriation to Jail Health Services and \$517,000 to Public Health. Although a small number of WSNA members also work in the Department of Adult and Juvenile Detention, no additional appropriation is being requested for these appropriation units because the increases are de minimis.

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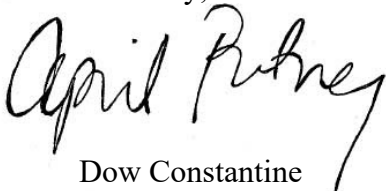
The negotiated general wage increases (GWI) for both WSNA bargaining units are 1.0 percent in 2020 and 2.0 percent in 2021. Other factors affecting costs include a one-time signing bonus of \$500 for career service members and \$250 for term-limited members, payment of annual license renewal costs for members of the staff unit, premium pays for bilingual employees and advanced certifications in the supervisors unit, and a six month continuation of the policy granting free parking to Jail Health nurses working at the King County Correctional Facility. The license renewal, bilingual, and advanced certification provisions bring the two CBAs into alignment with each other.

Adoption of this proposed ordinance advances the King County Strategic Plan's guiding principles and goals of efficient, accountable regional and local government by helping King County attract and develop a highly engaged, diverse, culturally responsive, and high performing workforce. The CBAs implemented by this proposed legislation advance the Strategic Plan goal of improving the health and well-being of people in our community by ensuring vulnerable and at-risk populations in our community continue to receive nursing care and services.

Thank you for your consideration of this proposed Ordinance. This important legislation will enable the County to provide competitive wages necessary to recruit and retain qualified employees necessary for services provided by the County.

If your staff have questions, please contact Dwight Dively, Director, Office of Performance, Strategy and Budget, at 206-263-2898.

Sincerely,



for

Dow Constantine
King County Executive

Enclosure

cc: King County Councilmembers
ATTN: Carolyn Busch, Chief of Staff
Melani Pedroza, Clerk of the Council
Shannon Braddock, Deputy Chief of Staff, Office of the Executive
Karan Gill, Director, Council Relations, Office of the Executive
Dwight Dively, Director, Office of Performance, Strategy and Budget
Megan Pedersen, Director, Office of Labor Relations