



King County

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2003-489

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CLERK
KING COUNTY COUNCIL

The Honorable Cynthia Sullivan
Chair, King County Council
Room 1200
COURTHOUSE

October 30, 2003

Dear Councilmember Sullivan:

The enclosed ordinance, if approved, will ratify the King County Corrections Guild Collective Bargaining Agreement for the period of January 1, 2004 through December 31, 2006. This agreement covers 533 employees in the Department of Adult and Juvenile Detention.

The job classifications covered by this agreement are Corrections Officers and Correction Sergeants. These employees are responsible for the security and safety of the King County Jail and the Regional Justice Center.

The collective bargaining agreement that has been negotiated is a "rollover" of the labor contract that is set to expire on December 31, 2003. A "rollover" is essentially a renewal of the previous contract. In addition to continuing the terms of the existing agreement, the County negotiated a number of terms into the text of the contract. These new terms included an agreement to adopt an anti-nepotism policy; the right for the County to adopt a bi-weekly pay system; bearing each party's own attorney's fees in arbitration; and offering medical benefits to retirees that are consistent with the package that may be offered through the Joint Labor Management Insurance Committee.

The contract that we are presenting to the Council may appear to be a significant revision of the former agreement. This is because the County and the Guild agreed to incorporate the terms of various existing Memoranda of Understanding into the main text of the labor agreement. Except for those changes which are noted in the previous paragraph, the other new provisions in the contract have already existed as terms and conditions of employment, perhaps for many years. Including them now in the text of the collective bargaining agreement will help the Department and the employees to understand the full scope of the negotiated terms between the parties.

Turnover Rate Statistics

Year	1996	1997	1998	1999	2000	2001	2002	2003
No.	20	27	25	26	34	26	31	41 (est.)
Rate	4%	5%	4%	4%	6%	4%	5%	10% (est.)



Step Placement as of 12/31/01

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Sergeants	0	5	1	30	N/A	N/A	N/A
Officers	1	10	18	20	63	31	343

For the years 2004, 2005 and 2006, the members of the Guild shall receive Cost of Living Adjustments to their base wages in the amount of 95% of the CPI-W for All U.S. Cities (September through September), with a 2% floor and a 6% ceiling. Each member who is employed on January 1, 2004, will receive a one-time payment in the amount of \$200.00. This bargaining unit is eligible for Interest Arbitration under state statute. The economic terms being provided to the Guild's members by way of this wage settlement are consistent with the County's analysis of the likely outcome of interest arbitration.

The settlement reached is a product of good-faith collective bargaining between King County and the Guild. The agreement compares favorably with other settlements and is within our capacity to finance. This agreement has been reviewed by the Office of the Prosecuting Attorney, Civil Division.

If you have questions, please contact Rick Hayes, Acting Labor Relations Manager, at (206) 296-8554 at your convenience.

Sincerely,



Ron Sims
King County Executive

Enclosures

cc: King County Councilmembers

ATTN: David deCourcy, Chief of Staff

Shelley Sutton, Policy Staff Director

Mike Alvine, Lead Staff, LOT Committee

Anne Noris, Clerk of the Council

Steve Call, Director, Office of Management and Budget

Paul Tanaka, County Administrative Officer, Department of Executive Services (DES)

Anita Whitfield, Division Director, Human Resource Management, DES

Rick Hayes, Acting Manager, Labor Relations, DES