



## King County

### **Dow Constantine**

King County Executive

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[www.kingcounty.gov](http://www.kingcounty.gov)

October 20, 2022

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, ratify a negotiated collective bargaining agreement (CBA) with the King County Police Officer's Guild (KCPOG). This CBA covers Deputy Police Officers and Sergeants in the King County Sheriff's Office (KCSO) for the contractual period of January 1, 2022, through December 31, 2024.

This CBA covers approximately 633 currently active Deputies and Sergeants in the KCSO. These public safety employees perform a wide range of duties to protect people and property in King County, including patrol work, responding to 911 calls, and conducting criminal investigations. These KCSO employees also perform specialized law enforcement patrol functions such as marine, police K-9, bomb squad, and the Guardian-One police helicopter.

The negotiated CBA was reached pursuant to good faith negotiations and collective bargaining between King County and the KCPOG. The CBA has been ratified by the bargaining unit.

This CBA recognizes the authority of the Office of Law Enforcement Oversight (OLEO) to conduct independent investigation and issue subpoenas, pursuant to the voter-approved King County Charter amendment and King County Code. This CBA furthers the cooperative work between KCSO and OLEO by requiring the scheduling of joint witness interviews for administrative investigations conducted by OLEO and/or KCSO and also memorializes OLEO's attendance and participation in KCSO review committees.

To address historic recruitment challenges in KCSO, this CBA provides a general wage increases of six percent for 2022 (to be paid retroactively), 10 percent for 2023, and four percent for 2024. The CBA also removes waiting periods for education incentive pay, authorizes the County to continue recruitment bonuses, and allows lateral hires to count up to

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five years of prior law enforcement experience towards their vacation accrual rate when they join the KCSO.

To address the ongoing cost increases of providing employee medical benefits, this CBA adds a monthly plan selection fee of \$100 per employee for those employees that select the traditional preferred provider organization (PPO) medical plan. The goal of this fee is to provide an incentive for employees to select high-value plans that lower the benefit costs of the County, while allowing employees to continue to select the medical plan of their choice.

This CBA modifies contract terms to incorporate changes to the King County Charter authorized by King County voters, including recognizing that the KCSO is an executive branch department with an appointed Sheriff; new paid County holidays; and recent changes to State law impacting pay, use of leaves, and discipline arbitrations. This CBA also completes the KCSO's conversion to a biweekly actual hours payroll that is in alignment with the rest of the County payroll processes.

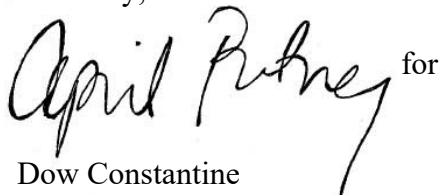
Adoption of this proposed Ordinance to ratify the negotiated CBA will advance the King County Strategic Plan goal of efficient, accountable regional and local government.

There is sufficient reserve in the General Fund financial plan to cover the additional costs associated with this CBA, however, this agreement will require appropriation beyond that included in the 2023-2024 Executive Proposed Budget. Upon ratification of the agreement, executive staff will provide council staff with information to amend the 2023-2024 appropriation level for KCSO. Funding for the continuation of hiring and referral bonuses will be included in the first proposed Omnibus of 2023-2024.

Thank you for your consideration of this proposed Ordinance. This important legislation will ratify the negotiated CBA which provides standardized working conditions and competitive wages necessary to recruit and retain qualified employees and support the valued services provided by the Deputies and Sergeants of the KCSO.

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

Sincerely,

 for

Dow Constantine  
King County Executive

Enclosure

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cc: King County Councilmembers

ATTN: Stephanie Cirkovich, Chief of Staff

Melani Pedroza, Clerk of the Council

Shannon Braddock, Chief of Staff, Office of the Executive

Karan Gill, Deputy Chief of Staff, Office of the Executive

Mina Hashemi, Council Relations Director, Office of the Executive

Dwight Dively, Director, Office of Performance, Strategy and Budget

Megan Pedersen, Director, Office of Labor Relations