



King County

**Office of Labor Relations Staff Report
Collective Bargaining Agreement
and
Memoranda of Agreement
Between
King County
and
King County Corrections Guild
Ordinance Effective Date – December 31, 2025**

SUBJECT:

A Collective Bargaining Agreement and Memoranda of Agreement between King County (the County) and the King County Corrections Guild (KCCG) bargaining unit, representing approximately 457 current employees in the Department of Adult and Juvenile Detention (DAJD), providing for their wages, hours and other terms and conditions of employment, and establishing the effective date of said agreements.

CBA Description:	King County and King County Corrections Guild representing Corrections Officers and Corrections Supervisors (Sergeant) in Department of Adult and Juvenile Detention [295/Q2]
County Lead Negotiator:	David Levin
Union Lead Negotiators:	Dennis Folk and Ryan Lufkin

UNIT OVERVIEW:

The County and KCCG are parties to a Collective Bargaining Agreement (CBA) effective January 1, 2022, through December 31, 2024. KCCG’s bargaining unit includes approximately 414 active (503 budgeted) Corrections Officers (COs) and 40 active (40 budgeted) Corrections Sergeants (Sergeants) who work in the Adult Divisions of DAJD. These employees staff the adult jail facilities at the King County Correctional Facility (KCCF) in Seattle and the Maleng Regional Justice Center (MRJC) in Kent.

BARGAINING HISTORY:

The current CBA is set to expire on December 31, 2024. Due to extraordinary ongoing recruiting and retention challenges with this represented workforce, the County and the Guild have agreed to nullify the current CBA before its term expires on December 31, 2024. The current CBA will be replaced with a new CBA that will become effective upon the effective date of the Ordinance. This new CBA will then run through December 31, 2025. Additional terms, through Memoranda of Agreement, will take effect on January 1, 2025, and will run alongside the new CBA through December 31, 2025.

SUMMARY OF TERMS:

The first phase will take effect immediately upon the effective date of the Ordinance, providing:

- Market-based wage increase of 2.4 percent.
- Elimination of the first step of the wage scale which immediately raises starting pay by 7.9 percent.
- Adoption of an approximate 320 hour vacation carryover limit for new hires, while maintaining legacy levels for current employees at approximately 480 hours, adopting a County-wide standard.
- Changing administration of the Field Training Officer premium, in anticipation of a greater need to onboard new Officers.
- Adoption of a workweek that is allowable under an exemption under the Fair Labor Standards Act (FLSA) that allows law enforcement personnel employed by public agencies to have extended work periods before overtime pay is required. The new CBA adopts a “7(k)” exemption permitting an FLSA workweek of 43 hours in 7 days and 86 hours in 14 days, paving the way alternative shifts to be adopted at straight time pay, rather than overtime.
- All employees assigned to Court detail shall observe holidays on the County schedule, unless needed to cover court dates occurring on holidays, resolving the difference between observed County holidays and Court holidays.
- Moving all step increases to occur on January 1 rather than on employees’ anniversary dates, adopting the County-wide standard.
- If new employees received their probationary step increase in the last three months of the year, they will not receive their first January 1 step, adopting a County-wide standard.
- Ending the ability to cover disciplinary suspensions with paid vacation.
- Sunsetting a 2000 MOA that permits employees to have a driving under the influence conviction without disciplinary consequences.
- Establishing that disciplinary grievances must be filed at Step 2, providing additional opportunities to consider and resolve grievances.
- Adopting the standard King County vacation accrual to rates on an hourly accrual basis, for clarity.

Effective January 1, 2025, through and including December 31, 2025:

- Per the terms of a new Memorandum of Agreement, which is effective only in 2025, employees will have overtime paid at a two times rate, regardless of whether the overtime is voluntary or mandatory. This replaces a current MOA that provided 2.25 times the rate pay for voluntary overtime and 1.5 times pay for mandatory overtime.
- A cost of living adjustment using the Amalgamated Transit Union, Local 587 “average of averages” formula, with a floor of 2 percent and a ceiling of 4 percent.

FISCAL IMPACT:

The fiscal impact of the Agreement is detailed in the Executive's Fiscal Note for the proposed ordinance.

INVITED:

- David S. Levin, Senior Labor Negotiator
- Dennis Fold, President, King County Corrections Guild
- Ryan Lufkin, Legal Advisor, King County Corrections Guild