



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**April 4, 2011**

**Ordinance 17054**

**Proposed No. 2011-0128.1**

**Sponsors Ferguson**

1 AN ORDINANCE approving and adopting the  
2 memorandum of agreement negotiated by and between  
3 King County and the King County Corrections Guild  
4 regarding 2011 Zero COLA Addressing the 2011 Budget  
5 Crisis as part of a two year economic agreement  
6 representing employees in the department of adult and  
7 juvenile detention; and establishing the effective date of the  
8 agreement.

9 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

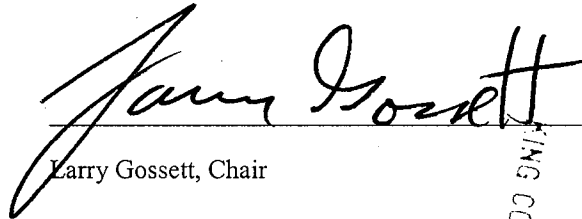
10 SECTION 1. The memorandum of agreement negotiated by and between King  
11 County and the King County Corrections Guild regarding 2011 Zero COLA Addressing  
12 the 2011 Budget Crisis as part of a two year economic agreement representing employees  
13 in the department of adult and juvenile detention and attached to this ordinance is hereby  
14 approved and adopted by this reference made a part of this ordinance.

15            SECTION 2. Terms and conditions of the agreement are effective from January  
16 1, 2011, through and including December 31, 2012.  
17

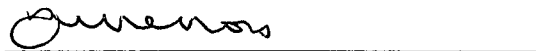
Ordinance 17054 was introduced on 3/28/2011 and passed by the Metropolitan King County Council on 4/4/2011, by the following vote:

Yes: 9 - Mr. Phillips, Mr. von Reichbauer, Mr. Gossett, Ms. Hague,  
Ms. Patterson, Ms. Lambert, Mr. Ferguson, Mr. Dunn and Mr.  
McDermott  
No: 0  
Excused: 0

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

  
Larry Gossett, Chair

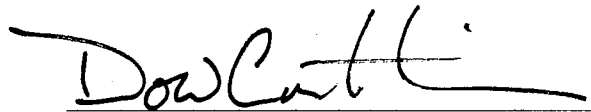
ATTEST:

  
\_\_\_\_\_

Anne Noris, Clerk of the Council

RECEIVED  
2011 APR 13 PM 4:03  
KING COUNTY CLERK  
KING COUNTY COUNCIL

APPROVED this 13 day of APRIL, 2011.

  
\_\_\_\_\_

Dow Constantine, County Executive

**Attachments:** A. Memorandum of Agreement by and between King County and King County Corrections Guild Addressing the 2011 Budget Crisis

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
KING COUNTY CORRECTIONS GUILD  
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

WHEREAS, the parties' interest arbitration award agreement expires on December 31, 2010 and the parties are currently in negotiations for a successor agreement;

NOW THEREFORE, King County and the King County Corrections Guild have reached the following agreement:

1. The parties have agreed upon a two (2) year economic agreement to be effective January 1, 2011 through December 31, 2012.
2. The successor collective bargaining agreement will include all existing tentative agreements reached by the parties' in the current negotiation process.
3. The economic agreement and successor collective bargaining agreement will include a zero COLA for 2011 and will have a COLA reopener for 2012 which is limited to negotiating what, if any, across-the-board wage increase should apply to this Bargaining Unit.
4. The economic agreement and successor collective bargaining agreement will change the application of longevity to be based on the employee's current pay rate, with the language to be adjusted as follows:

“Longevity Incentive: Additional compensation added to base monthly salaries of Corrections Officers and Corrections Supervisors. Calculation of same to be on a percentage basis using the employee's current pay step as the base. Amounts as follows:

|                            |      |
|----------------------------|------|
| After 6 years of service:  | 1%   |
| After 8 years of service:  | 2%   |
| After 10 years of service: | 3%   |
| After 12 years of service: | 4%   |
| After 15 years of service: | 5%.” |

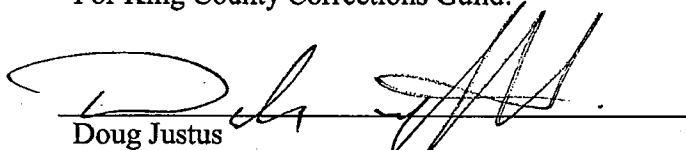
17054

5. The parties agree to continue bargaining on all currently open non-economic issues and that if resolution is not made, the remaining non-economic issues that are mandatory subjects of negotiations shall be eligible for mediation and interest arbitration. If arbitration is the outcome, the parties shall use the contractual grievance process for the selection of an arbitrator. The parties agree to equally share the cost of the arbitration.

6. Subject to the King County's budget process, the Executive shall propose and advocate for the reinstatement of four (4) Corrections Officer positions that were eliminated in the Budget submitted by the Executive to the King County Council.

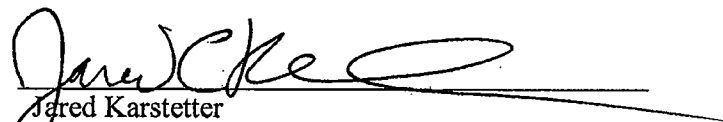
7. This agreement shall expire on December 31, 2012.

For King County Corrections Guild:

  
Doug Justus  
President  
King County Corrections Guild


1/4/2011  
Date

Approved as to Form for King County  
Corrections Guild:

  
Jared Karstetter  
Legal Advisor  
King County Corrections Guild

4 JAN 11  
Date

For King County:

  
Patricia Cole-Tindall  
Director  
Office of Labor Relations  
King County Executive Office

1-6-2011  
Date