




King County

Labor-Management
Partnerships


King County

A culture of labor-management partnerships

Most populous county in WA



13th most populous county in USA



More than

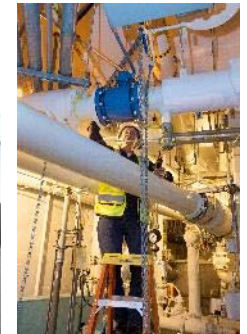


MILLION PEOPLE
call King County home

We're the economic engine for the state



King County – the employer



King County provides critical local and regional services to millions of people, with a two-year budget of about \$11 billion, 14,000 employees, and more than 60 lines of business.

85% of King County's work force is represented by over 75 labor agreements.



WHY WE'RE STRENGTHENING OUR WORKPLACE AND WORKFORCE

King County is growing and becoming more vibrant and multicultural.



We need a highly engaged, more diverse, and culturally responsive workforce to serve our changing communities.



1970



TODAY



King County has a diverse population



One of every five residents was born in another country.

170+
LANGUAGES are spoken in our schools.

Holistic People Strategy

- ❖ Goals
- ❖ Metrics
- ❖ Priority strategies and programs
- ❖ Accountability to deliver



Investing in YOU

WORKPLACE CULTURE –



Creating a culture of mutual trust and respect, equity and opportunity, collaboration, innovation, and accountability.

HEALTH, WELL-BEING & SAFETY –



Caring about your health and well-being, staying safe, and ensuring quality, affordable health care.

LEARNING & GROWTH –



Helping you develop, thrive and advance your career regardless of who you are or where you are in the organization.

RACIALLY DIVERSE & CULTURALLY RESPONSIVE AT ALL LEVELS –



Using equity and social justice to ensure every employee has a fair shot at success and we reflect the diversity of the people we serve.

TOTAL COMPENSATION –



Providing competitive, sustainable and equitable total compensation.

BUSINESS OPERATIONS & SYSTEMS –



Technology, processes and systems that work for you.

Labor-Management partnerships engage employees for the benefit of the customer

Examples include:

- Joint Labor Management Insurance Committee (JLMIC)
- Coalition bargaining
 - Total Compensation
 - First ever Master Labor Agreement
- Labor-Management lean problem solving teams
 - Public Health – Flexible staffing for nurses
 - Adult Detention – Mandatory Overtime
 - Juvenile Detention – Safety and Security