



King County

Dow Constantine

King County Executive
401 Fifth Avenue, Suite 800
Seattle, WA 98104-1818

206-263-9600 Fax 206-296-0194

TTY Relay: 711

www.kingcounty.gov

July 7, 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 memorandum of agreement (MOA) between King County and the King County Corrections Guild which provides a one-time grant of 40 hours of vacation and sick leave to lateral corrections officer hires.

The King County Department of Adult and Juvenile Detention (DAJD) continues to face unusually high vacancy rates among its uniformed corrections officers. This MOA expands the current hiring incentives offered to those corrections officers making a lateral move from another employer to King County by adding a one-time grant of 40 hours each of vacation and sick leave upon hire. This Agreement is offered for King County DAJD to stay competitive with incentives being offered by other local agencies, and to mitigate the concern lateral applicants have with losing their accrued leave levels with their current employers.

The proposed MOA advances the King County Strategic Plan goal of efficient, accountable regional and local government, by continuing our efforts to fill excessive vacancies which increase overtime costs and impact the provision of services.

Please see the accompanying fiscal note for details of costs associated with this agreement, which has been reviewed by Office of Performance, Strategy and Budget staff. This leave will likely need to be backfilled by officers on overtime when taken, resulting in increased overtime costs estimated at \$135,000 over the duration of the agreement, as shown in the fiscal note. No budget supplemental is required for the 2022 costs.

Thank you for your consideration of this proposed Ordinance, which will help maintain critical operations in the County's adult detention facilities.

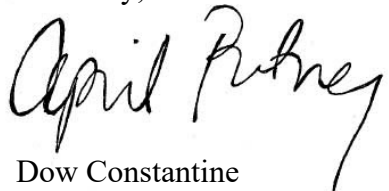
The Honorable Claudia Balducci

July 7, 2022

Page 2

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

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