



King County

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September 25, 2024

The Honorable Dave Upthegrove
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Upthegrove:

This letter transmits a proposed Ordinance that would, if enacted, ratify a collective bargaining agreement (CBA) between King County (the County) and the King County Police Officers Guild (KCPOG), representing commissioned deputies and sergeants in the King County Sheriff's Office (KCSO) for a contractual period commencing on January 1, 2025, through and including December 31, 2027.

This CBA covers approximately 672 currently active deputies and sergeants in KCSO. These valuable public safety employees perform a wide range of law enforcement duties to protect people and property in King County, including patrol, responding to 911 calls, and conducting criminal investigations. These employees also perform specialized law enforcement patrol and functions such as marine, police K-9, bomb squad, and search and rescue, and serve in the air unit which operates the Guardian 1 police helicopter.

The County and the KCPOG began CBA negotiations in March of 2024 and reached a tentative agreement in the eighth bargaining session in August of 2024, more than four months before expiration of the current collective bargaining agreement. The KCPOG membership ratified the tentative agreement on September 11, 2024.

This CBA provides for general wage increases of four percent in each year of the CBA. These competitive wages will allow the KCSO to continue its recruitment momentum which has seen 57 deputy hires to date in 2024, which, in addition to keeping up with attrition, has reduced overall KCSO deputy vacancies by 24 positions.

To address the ongoing cost increases of providing medical benefits, this agreement increases the benefit access fee for employee spouses that have access to medical benefits through their

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own employer but who choose to be insured by the County. These fee increases are projected to offset \$240,000 per year in medical costs under the deputy sheriff medical plan.

To fulfill one of KCSO's obligations under a voluntary agreement with the Department of Justice to implement a language access program, KCSO's deputies and sergeants are now allowed to test, and if determined to be qualified speakers in a language other than English, provide law enforcement services in that language. An hourly pay premium has been added to the CBA to incentivize deputies and sergeants to participate.

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

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

A complete breakdown of the costs associated with this agreement can be found in the accompanying fiscal note, which has been reviewed by the Office of Performance, Strategy and Budget. Funding for this agreement will be included in the Executive's proposed 2025 budget.

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.

If your staff have 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, King County Council
Melani Hay, Clerk of the Council
Karan Gill, Chief of Staff, Office of the Executive
Penny Lipsou, Council Relations Director, Office of the Executive
Dwight Dively, Director, Office of Performance, Strategy and Budget
Megan Pedersen, Director, Office of Labor Relations