



King County

Dow Constantine

King County Executive

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January 9, 2025

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 negotiated collective bargaining agreement (CBA) with the King County Sheriff's Office Marshals' Guild (Guild), representing employees in the King County Sheriff's Office (KCSO), for a contractual period commencing on January 1, 2023, through and including December 31, 2024. Adoption of this proposed Ordinance will enable King County to provide interest arbitrator-ordered wages and bargained-for working conditions to our employees who provide protection and security services to tenants and visitors to and within the County's court buildings.

The CBA covers approximately 32 Marshals in KCSO who provide protection and armed security at 10 District Court locations, the King County Courthouse, the Maleng Regional Justice Center, the Judge Patricia H. Clark Children and Family Justice Center, and other County buildings as assigned. Marshals possess a special peace officer commission, issued by the King County Sheriff, for enforcement of criminal laws during assigned work hours and at assigned locations. Their responsibilities include maintaining a safe environment and taking appropriate action in an emergency.

The general wage and longevity premium contained in this agreement were ordered by an interest arbitration award following certification of those issues by the Public Employment Relations Commission. The arbitrator's award granted a six percent general wage increase retroactive to January 1, 2023 and a four percent general wage increase retroactive to January 1, 2024. Additionally, a longevity premium was granted prospectively beginning November 23, 2024 that grants a three percent increase for Marshals with 10 years of service as a County Marshal and an additional three percent for Marshals with 15 years of service as a County Marshal for a total of six percent.

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Negotiated modifications to the CBA include several revisions to align with legal standards, operational changes, and standardized labor provisions. The non-discrimination language has been updated to align with the King County Charter's non-discrimination clause. A new training premium which provides a five percent pay premium for Marshals assigned in writing to train other Marshals in full day increments has been established. Additionally, the new County holidays of Juneteenth and Indigenous People's Day have been added to the list of approved holidays.

The CBA was reached pursuant to good faith negotiations and collective bargaining between the County and the Guild and an interest arbitration award for the economic items.

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. Additional budget authority needed to implement this agreement will be requested in a future supplemental ordinance.

Thank you for your consideration of this proposed Ordinance. This important legislation will ratify the CBA which provides standardized working conditions and the competitive wages necessary to recruit and retain qualified employees to perform the Court Marshal services for King County.

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