



## King County | Office of the Executive

### Executive Girmay Zahilay

Chinook Building, CNK-EX-0800  
401 Fifth Avenue, Suite 800  
Seattle, WA 98104-2391

April 22, 2026

The Honorable Sarah Perry  
Chair, King County Council  
Room 1200  
COURTHOUSE

Dear Councilmember Perry:

This letter transmits a proposed Ordinance that would, if enacted, ratify a negotiated collective bargaining agreement (CBA) with King County Juvenile Detention Guild (KCJDG) representing juvenile detention officers (JDO) in the Juvenile Division of the Department of Adult and Juvenile Detention (DAJD), for a contractual period commencing on January 1, 2026, through and including December 31, 2028. Adoption of this proposed Ordinance will enable King County (the County) to provide bargained-for wages and working conditions to approximately 95 JDO employees who provide custody, control, and safeguarding of juveniles in custody at the Judge Patricia H. Clark Children and Family Justice Center.

The County and KCJDG commenced bargaining February 4, 2025. KCJDG initially voted down the parties' first tentative agreement reached in October 2025 and reached a second tentative agreement on February 27, 2026, after seven bargaining sessions and two Public Employment Relations Commission mediation sessions.

The CBA includes agreed upon cost of living (COLA) wage increases over the three-year contract term, as follows:

- 2026 – COLA 95 percent Consumer Price Index (CPI) Averaging Formula (2 percent minimum and 4 percent max) plus an additional 2 percent market adjustment;
- 2027 – COLA 95 percent CPI Averaging Formula (2 percent minimum and 4 percent maximum);
- 2028 – COLA 95 percent CPI Averaging Formula (2 percent minimum and 4 percent maximum).

The CBA was reached pursuant to good faith negotiations and collective bargaining between the County and KCJDG. The new CBA provides DAJD with important improvements to management control over the creation and modification of work schedules, more effective attendance management, and improved

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staffing. The CBA also provides the same longevity benefit that the Juvenile Detention supervisory employees currently receive. The CBA has been ratified by the bargaining unit.

A complete breakdown of the costs associated with this agreement can be found in the accompanying fiscal note, which has been reviewed by the Executive Office Budget Team. Supplemental budget authority is needed for the agreement and that request is included in the 1<sup>st</sup> Omnibus (Proposed Ordinance 2026-0071).

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 JDO employees in DAJD for King County.

If your staff have questions, please contact Angela Marshall, Interim Director, Office of Labor Relations, at 206-263-0809.

Sincerely,



for

Girmay Zahilay  
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, Deputy Executive, Office of the Executive  
Jasmin Weaver, Chief of Staff, Office of the Executive  
Hyeok Kim, Chief Operating Officer, Office of the Executive  
Sierra Howlett Browne, Policy Director, Office of the Executive  
Garrett Holbrook, Council Relations Manager, Office of the Executive  
Angela Marshall, Interim Director, Executive Office Labor Relations