



King County

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February 20, 2025

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

Dear Councilmember Zahilay:

This letter transmits a proposed Ordinance that would if enacted, ratify memoranda of agreement (MOAs) between King County (the County) and the King County Juvenile Detention Guild (KCJDG), representing approximately 90 employees in the Department of Adult and Juvenile Detention (DAJD). If approved, this proposed Ordinance would ratify an agreement for voluntary and mandatory overtime pay incentives effective upon written notice by the County to KCJDG in 2025 and ratify an agreement for a declined mandatory overtime protocol in 2025 that is also effective upon written notice by the County to KCJDG.

The negotiated MOAs were reached pursuant to good faith negotiations and collective bargaining between the County and KCJDG. Adoption of this proposed Ordinance will enable the County and DAJD to improve detention officer staffing coverage at the Patricia H. Clark Children and Family Justice Center (CCFJC) by adding an additional pay incentive on overtime hours and initiating a clear protocol when mandatory overtime shifts are declined.

The Juvenile Detention Officer Temporary Mandatory and Voluntary Overtime Pay Incentives Agreement provides that juvenile detention officers who work more than two hours of overtime per shift and who perform work related to the direct custody, care, and control of detainee youth will have the ability to earn double time pay for the overtime work. The terms of this agreement may be modified or terminated by the County after June 30, 2025, and shall end no later than January 1, 2026.

The Juvenile Detention Officer Declined Mandatory Overtime Protocol Agreement provides that when an employee who assigned to work mandatory overtime declines the overtime assignment due to an authorized purpose under paid sick leave, the employee will generally

The Honorable Girmay Zahilay

February 20, 2025

Page 2

be required to use their paid sick leave hours to cover the missed mandatory overtime assignment. The agreement provides that it can be terminated by the County at any time prior to June 30, 2025.

A complete breakdown of the costs associated with the agreements can be found in the accompanying fiscal notes, which have been reviewed by the Office of Performance, Strategy and Budget. Supplemental budget authority is needed for the agreements and will be included in a subsequent appropriations ordinance.

Thank you for your consideration of this proposed Ordinance. This important legislation will ratify the negotiated MOAs, which support detention officer staffing coverage at the CCFJC and support safety of staff and youth at the CCFJC.

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