



King County

Dow Constantine

King County Executive

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November 21, 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) for a one-year extension of the 2023-2024 CBA between King County (the County) and the King County Juvenile Detention Guild (KCJDG), representing employees in the Juvenile Division of the Department of Adult and Juvenile Detention (DAJD). If approved, this proposed Ordinance would ratify an agreement covering approximately 90 employees represented by KCJDG for a contractual period of January 1, 2025, through December 31, 2025.

Adoption of this proposed Ordinance will enable the County and DAJD to continue providing bargained for wages, hours and working conditions to employees in the detention officer, orientation and assessment specialist, project program manager II (restorative justice coordinator), and recreation coordinator job classifications in the Juvenile Division of DAJD. Employees in these positions provide safety and security services at the Patricia H. Clark Children and Family Justice Center.

The following areas of compensation are addressed in the Agreement:

Cost of Living Adjustment – Effective January 1, 2025, bargaining unit positions shall receive a cost-of-living adjustment (COLA) applied to 2024 base wages derived from the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) at 95 percent with a floor of two percent and a cap of four percent. The known COLA for 2025 will be four percent.

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Additionally, the County and Union agreed on a tentative agreement incentive resulting in an additional one and one-half percent general wage increase. Thus, the total wage increase in 2025 for bargaining unit classifications is five and one-half percent (5.5 percent).

Working Condition Terms - The parties agreed to the following:

- Recognition of the County's ability to implement a 7(k) Fair Labor Standards Act exemption, which will enable a change to the period of time used to calculate overtime eligibility when implemented (e.g., 86 hours over a 14-day period);
- Ending the practice that permitted use of vacation/comp time to cover unpaid suspensions upon a tentative agreement between the parties;
- Commence successor contract negotiations for the new CBA starting in January 2025 with the aim of completing contract negotiations before year end, and
- Incorporate several other labor agreements into this CBA including: providing an increase to the food stipend when transports occur; making updates to the Field Training Officer pay premium, and establishing a shared understanding for how juvenile detention supervisors and temporary employees can be used to support juvenile detention officer staffing.

The negotiated CBA extension was reached pursuant to good faith negotiations and collective bargaining between the County and KCJDG.

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. Supplemental budget authority is not needed for this agreement.

Thank you for your consideration of this proposed Ordinance. This important legislation will ratify the negotiated CBA extension which maintains standardized working conditions and the competitive wages that are necessary to recruit and retain the qualified employees needed to support safety and security services for the Juvenile Division in the DAJD.

If your staff have questions, please contact Megan Pedersen, Director, Office of Labor Relations, at 206-263-2898.

Sincerely,



for

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King County Executive

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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