



King County

Dow Constantine

King County Executive
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March 19, 2020

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

Dear Councilmember Balducci:

This letter transmits a proposed ordinance that would, if enacted, ratify a negotiated collective bargaining agreement (CBA) with the Puget Sound Police Managers Association (PSPMA) covering the Majors - King County Sheriff's Office bargaining unit for the contractual period of January 1, 2019, through December 31, 2020. Adoption of this proposed ordinance will enable King County and the Sheriff's Office to provide bargained for wages, hours and working conditions to employees who provide essential internal and external customer service on behalf of the Sheriff's Office.

The negotiated CBA covers the Majors in the Sheriff's Office. Majors are fully commissioned law enforcement officers who lead precincts in unincorporated King County, serve as police chiefs for King County Sheriff's Office contract cities, and lead the internal investigations unit within the Sheriff's Office. These employees provide command level management and are high-level representatives to the communities served by the Sheriff's Office.

The negotiated CBA was reached pursuant to good faith negotiations and collective bargaining between King County and the PSPMA and has been ratified by the bargaining unit. The terms and conditions of the negotiated CBA aligns with the CBA covering the Sheriff's Office Captains, who are also represented by the PSPMA. The notable additions to the negotiated CBA with the Majors includes modifications to align with recent changes in state law regarding union membership provisions, sick leave provisions, and paid family and medical leave provisions. The negotiated CBA also establishes a percentage salary differential over the Captains, whom report to the Majors.

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General wage increases (GWI) for the negotiated CBA are determined by the GWI negotiated for the Captains CBA, which in turn is determined by the GWI increase negotiated for the Sheriff Deputies and Sergeants. Ensuring that the same GWI is provided to all represented levels of management, deputies, and sergeants is an efficient approach to negotiations. In addition, it positions the County to eliminate potential future wage compression issues that can arise when the GWI for each CBA is negotiated separately.

Adoption of this proposed ordinance, which will ratify the negotiated CBA, advances the King County Strategic Plan's guiding principles and goals of efficient, accountable regional and local government by maintaining standard working conditions such as vacation, sick leave, holidays, and medical benefits. It adopts standard provisions for personal holidays, paid leave for volunteer service, and the same civilian review language as the King County Police Officers Guild, all of which will streamline the administration of the negotiated CBA.

Thank you for your consideration of this proposed ordinance. This important legislation will ratify the negotiated CBA which provides standardized working conditions and the competitive wages that are necessary to recruit and retain the qualified employees needed to further the Sheriff's Office's public safety mission.

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

Sincerely,



Dow Constantine
King County Executive

Enclosure

cc: King County Councilmembers
ATTN: Carolyn Busch, Chief of Staff
Melani Pedroza, Clerk of the Council
Shannon Braddock, Deputy Chief of Staff, Office of the Executive
Karan Gill, Director, Council Relations, Office of the Executive
Dwight Dively, Director, Office of Performance, Strategy and Budget
Megan Pedersen, Director, Office of Labor Relations

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bcc: Jose Marengo, President, Puget Sound Police Managers Association