



King County

Dow Constantine

King County Executive

401 Fifth Avenue, Suite 800

Seattle, WA 98104-1818

206-263-9600 Fax 206-296-0194

TTY Relay: 711

www.kingcounty.gov

August 24, 2022

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 King County Corrections Guild (KCCG). This contract represents Corrections Officers (COs) and Corrections Sergeants in the Department of Adult and Juvenile Detention (DAJD) for the contractual period of January 1, 2022, through December 31, 2024.

This CBA covers approximately 441 currently active Corrections Officers and Sergeants in DAJD. These uniformed officers supervise those detained at King County's two adult corrections facilities. These trained officers are highly valued for their services and help to provide safe and secure detention in our facilities.

The negotiated CBA was reached pursuant to good faith negotiations and collective bargaining between King County and the KCCG. The CBA has been ratified by the bargaining unit.

Due to an abnormally high vacancy rate and impacts from the COVID-19 pandemic, the County continues to face significant and unprecedented challenges in maintaining basic essential jail operations and services, even after utilizing all available employees for voluntary and mandatory overtime. These challenges have also led to very high rates of mandatory overtime that have negatively impacted portions of the workforce.

The goals in negotiating this CBA included increasing recruitment and retention; studying the drivers of staffing challenges; identifying and evaluating potential alternative work schedule pilots; incentivizing voluntary overtime; and identifying areas where current CO functions could be done by other parties to free up CO resources. New targeted Memorandums of Agreement (MOAs) addressing some of these goals are included as attachments to the CBA.

The Honorable Claudia Balducci

August 24, 2022

Page 2

The CBA provides a General Wage Increase (GWI) of 5 percent for 2022, 6 percent in 2023, and 4 percent in 2024. It also provides a one-time bonus equal to 1.5 percent of each employee's 2021 wages in acknowledgement that KCCG agreed to a 0 percent GWI in 2021 due to timing and budgetary uncertainty surrounding the COVID pandemic. Finally, a temporary MOA is included that increases the rate of pay for voluntary overtime to 2.25 times the employee's base rate of pay through 2024, however, the provision will end sooner if the County is able to reduce the CO vacancy rate to a level closer to pre-pandemic levels and sustain it for ninety calendar days.

In addition, this new CBA includes other improvements to work rules regarding shift assignments, vacation, sick leave, and overtime, and a significant modification to donated leave provisions to comply with statute and new County policies.


Adoption of this proposed Ordinance, which will ratify the negotiated CBA, advances the King County Strategic Plan goal of efficient, accountable regional and local government.

This agreement will require additional appropriation in 2021-2022 to implement and will be included in the upcoming 4th Omnibus supplemental. Financial impacts of this CBA will be incorporated into the 2023-2024 Proposed Budget. 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.

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

If your staff have any 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
Melani Pedroza, Clerk of the Council
Shannon Braddock, Chief of Staff, Office of the Executive
Karan Gill, Deputy Chief of Staff, Office of the Executive
Mina Hashemi, Council Relations Director, Office of the Executive

The Honorable Claudia Balducci

August 24, 2022

Page 3

Dwight Dively, Director, Office of Performance, Strategy and Budget
Megan Pedersen, Director, Office of Labor Relations