



## King County

### Metropolitan King County Council Law, Justice, and Emergency Management Committee

#### AMENDED STAFF REPORT

<b>Agenda Item No.:</b>	4	<b>Date:</b>	Nov. 5, 2015
<b>Proposed No.:</b>	2015-0384	<b>Prepared by:</b>	Nick Wagner

#### **SUBJECT**

An ordinance approving a collective bargaining agreement with the Uniformed Command Association covering Corrections Captains in the Department of Adult and Juvenile Detention.

#### **SUMMARY**

Proposed Ordinance 2015-0384 (Att. 1) would approve a collective bargaining agreement (CBA) between King County and the Uniformed Command Association (UCA). The CBA (Att. 1-A) covers 12 Corrections Captains in the Department of Adult and Juvenile Detention (DAJD).

The CBA covers the two-year period from January 1, 2015, through December 31, 2016 (Article 20, Att. 1-A, p. 19),<sup>1</sup> and, among other provisions:

- Increases the Captains' pay range from 69 to 71 to address wage compression between the Captains and the Corrections Sergeants and Corrections Officers whom they supervise;
- Reduces the number of steps in the pay range; and
- Provides for the same cost-of-living adjustments (COLAs) that the County agreed to with the King County Coalition of Unions (2.00% for 2015; 2.25% for 2016).

The pay range increase would require a supplemental appropriation of \$113,795 to the DAJD budget for 2015-2016. Separate legislation (Proposed Ordinance 2015-0383, which was transmitted with Proposed Ordinance 2015-0384 and has been referred to the Council's Budget and Fiscal Management Committee) would approve a supplemental appropriation in that amount from the General Fund fund balance.

The Corrections Captains' pay range increase is also the basis for a proposed three-range increase for Corrections Majors from 75 to 78 and for a proposed two-range

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<sup>1</sup> Page references in this staff report refer to the page numbers of the specific attachment, not to the page numbers of the meeting materials.

increase, from 79 to 81, for the positions of Facility Commander, Division Director (Community Corrections), and Division Director (Juvenile). Those positions are above Corrections Captains in the DAJD chain of command. Their proposed pay range increases have been referred to the Council's Government Accountability and Oversight Committee.

## **BACKGROUND**

As described in the Executive's transmittal letter (Att. 3), the responsibilities of the covered employees include:

- Supervising the staff at the County's two jails, including Corrections Sergeants, Corrections Officers, Corrections Technicians, and others who ensure the professional operation of these facilities and the safety of the public; and
- Managing the Internal Investigations Unit, Inmate Transportation, the Release Unit, and Court Detail.

## **CHANGED CONTRACT PROVISIONS**

The most notable changes in the proposed new CBA are described below.

### **1. COLAs**

The CBA provides for the bargaining unit to receive the same COLAs that were adopted in the 2014 memorandum of agreement between the County and the King County Coalition of Unions, which the Council approved on November 10, 2014, by Ordinance 17916: 2.00% for 2015 and 2.25% for 2016. (CBA Art. 8, §§ 1-2; Att. 1-A, p. 7)

### **2. Pay Range Increase and Reduction in Number of Steps**

The new CBA would increase the pay range of the Corrections Captains from Range 69 to Range 71 and decrease the number of steps in the range from six to three (CBA Art. 8, § 4; Att. 1-A, p. 8).<sup>2</sup> According to executive staff, the changes are needed because of existing wage compression between the Captains and the Sergeants. The changes are summarized in the table below and in the attached chart (Att. 2), both of which are based on 2016 base wage rates and assume the COLAs referred to in Section 1 above.

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<sup>2</sup> Step 5 is included as an initial step, but it is to be used only for Sergeants serving temporarily as "Acting Captains." New Captains would begin at step 8 under the new CBA, and current Captains who are below step 8 are to be moved to step 8 upon final approval of the CBA. Step 5 is retained so that Sergeants serving as Acting Captains will not have higher base compensation than regular Captains.

Years in Classification	Sergeants	Captains – Current	Captains – Proposed	Increase <sup>3</sup>
Start	\$39.02	\$49.07	\$55.25	12.6%
1	\$40.03	\$50.25	\$56.57	12.6%
2	\$41.48	\$51.45	\$57.93	12.6%
3	\$42.73	\$52.69	\$57.93	10.0%
4	\$44.01	\$53.95	\$57.93	7.4%
5	\$45.33	\$55.25	\$57.93	4.9%

An overlap in current compensation between Captains and Sergeants appears when overtime and longevity pay<sup>4</sup> are taken into account, as shown in the attached table showing gross pay for 2014 (Att. 3). The proposed increase in base pay is larger for new Captains in order to provide an additional incentive for qualified Sergeants to develop professionally and seek promotion to Captain. According to executive staff, DAJD has had difficulty recently in attracting a sufficient number of qualified candidates to apply for promotion to Captain.

Under the new CBA, 10 of the current bargaining unit members would receive a wage increase of 4.9 percent (plus the COLA), and two would receive a wage increase of about 10 percent (plus the COLA). The larger increase for two of the members results from a provision that "for those Captains who have not reached Step 8, upon final adoption of this agreement they shall move to Step 8" (CBA Art. 8, § 4; Att. 1-A, p. 8); two members are currently at step 6.

As noted in the staff report summary, the pay range increase would require a supplemental appropriation of \$113,795 to DAJD for 2015-2016, which would be paid from the General Fund fund balance.

### 3. Paid Parking

The new CBA provides that parking for Captains will be provided at the County's expense in a County parking facility (CBA Art. 12, § 8; Att. 1-A, p. 12). This follows the recent interest arbitration award granting paid parking to Corrections Officers and Sergeants. According to executive staff, this is expected to increase the number of bargaining unit members who receive paid parking by three.

### 4. Working in Higher Classification

The pay rate for working temporarily in a higher classification is changed from the step of the higher classification that would be closest to a five percent pay increase to the step of the higher classification that would constitute at least a five percent pay increase. (CBA Art. 8, § 4; Att. 1-A, p. 8) This increase is intended to provide an

<sup>3</sup> The COLAs are in addition to the percentages listed in the table.

<sup>4</sup> Longevity pay ranges from 1% after six years of county service to 5% after 15 years of service.

incentive for qualified Captains to seek Acting Major assignments, which will facilitate their development as candidates for promotion to Major when an opening occurs.

### **5. Use of Vacation**

The new CBA eliminates the prohibition against using accrued vacation during the first six months of county service (CBA Art. 6, § 2; Att. 1-A, p. 5). In practice, this change has no applicability to this bargaining unit, since Captains are always promoted from within and therefore have more than six months of county service.

### **6. Ammunition Allowance**

The number of rounds of practice ammunition that the County provides to bargaining unit members is reduced from 250 per month to 50 per month (CBA Art. 15, § 1; Att. 1-A, p. 16). A similar reduction was ordered by an interest arbitrator earlier this year for the Corrections Officers and Corrections Sergeants.

### **FISCAL IMPACT**

The fiscal impact of the new CBA is summarized in the table below, which is taken from the Fiscal Note (Att. 6):

	<b>2015</b>	<b>2016</b>
<b>Increase over previous year</b>	\$163,058	\$48,459
<b>Cumulative increase</b>		\$211,517

As noted earlier in this staff report, the pay range increase in the CBA: (1) would require a supplemental appropriation of \$113,795, which is being requested by Proposed Ordinance 2015-0383; and (2) is the basis for proposed pay range increases for the positions of Corrections Majors, Facility Commander, Division Director (Community Corrections), and Division Director (Juvenile) in DAJD.

### **INVITED**

1. David Topaz, Labor Negotiator, King County Office of Labor Relations
2. Captain Mike Woodbury, President, Uniformed Command Association

### **ATTACHMENTS**

1. Proposed Ordinance 2015-0384  
Att. A (Collective Bargaining Agreement)
2. 2016 Base Wage Rates of Captains vs. Sergeants (chart)
3. 2014 Gross Pay of Captains and Sergeants (table)
4. Checklist and Summary of Changes
5. Transmittal letter
6. Fiscal Note