



King County

Dow Constantine

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www.kingcounty.gov

March 9, 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 Juvenile Detention Guild (KCJDG). This contract represents Juvenile Detention Officers in the Department of Adult and Juvenile Detention (DAJD) for the contractual period of January 1, 2021 through December 31, 2024.

Adoption of this proposed Ordinance will enable King County to provide bargained wages, hours and working conditions to approximately 85 full-time essential employees in the Juvenile Division of DAJD. These employees are charged with the custody, control, and safeguarding of the juveniles in custody. This agreement does not cover supervisors and confidential employees.

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

Notably, this negotiated CBA simplifies, standardizes, and corrects contractual requirements regarding overtime, vacation use and shift bidding, holidays, sick leave, and the grievance process. The CBA incorporates the addition of King County's Juneteenth and Indigenous Peoples' Day holidays, addresses parking fees at the Children and Family Justice Center, and modifies donated leave practices to comply with statute and new County policies. The CBA provides a 1.5 percent General Wage Increase (GWI) for 2021, and a 3 percent GWI in 2022, 2023, and 2024. It also provides a one-time bonus of \$4,000.

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.

The Honorable Claudia Balducci

March 9, 2022

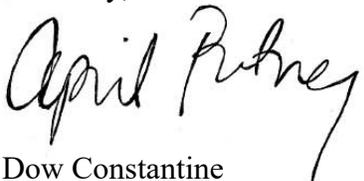
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This agreement may require additional appropriation to implement. Appropriation needed as a result of this CBA will be requested in an upcoming supplemental planned for mid-2022. A complete breakdown of the costs associated with this agreement can 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 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 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: Janine Weihe, Acting 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
Dwight Dively, Director, Office of Performance, Strategy and Budget
Megan Pedersen, Director, Office of Labor Relations