



**King County**

**Dow Constantine**

King County Executive

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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 Uniformed Command Association (UCA) for the contractual period of January 1, 2021 through December 31, 2024. The UCA represents 14 Corrections Captains in the Department of Adult and Juvenile Detention (DAJD) who work at the King County Correctional Facility in Seattle and the Maleng Regional Justice Center in Kent.

Adoption of this proposed Ordinance will enable King County to provide bargained wages, hours and working conditions to Corrections Captains. The Captains are the shift commanders and supervisors for over 500 Corrections Officers and Sergeants, as well as a number of non-commissioned staff members working in the adult detention facilities.

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

This negotiated CBA simplifies, standardizes, corrects or otherwise improves contractual requirements regarding overtime, vacation use, holidays, sick leave, and the grievance process. It includes a new limit on the number of compensatory time that an individual can accrue in a calendar year to provide more operational coverage. This limit aligns with other labor agreements. This CBA also incorporates the addition of the Juneteenth and Indigenous Peoples' Day holidays, requires more notice for vacation leave use, and modifies donated leave practices to comply with tax law and new County policies. The CBA provides a 1.5 percent General Wage Increase (GWI) for 2021, and a 3 percent GWI in each year for 2022, 2023, and 2024, as well as a one-time bonus of \$1,000.

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

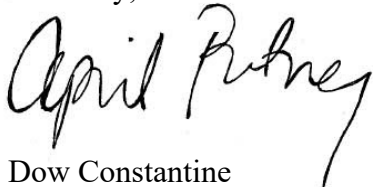
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Because the agreement includes GWI at rates higher than the 0 percent in 2021 and 2 percent in 2022 assumed in the 2021-2022 Adopted Budget, this agreement may require additional appropriation to implement. Any appropriation needed as a result of this commitment will be requested in the labor 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