September 17, 2018

The Honorable Joe McDermott

Chair, King County Council

Room 1200

C O U R T H O U S E

Dear Councilmember McDermott:

The enclosed ordinance, if approved, will ratify the King County Juvenile Detention Guild (Department of Adult and Juvenile Detention (DAJD) - Juvenile Detention) collective bargaining agreement for the period of January 1, 2017, through December 31, 2018, which will enable King County to enhance our recruiting efforts and to continue to provide excellent services to youth in secure detention, and those participating in alternatives to secure detention. This agreement covers approximately 112 employees in the Department of Adult and Juvenile Detention.

This bargaining unit is made up of a variety of classifications in the Juvenile Division, including Detention Officers, Community Surveillance Officers, Community Corrections Placement Specialists, Orientation and Assessment Specialists, Recreation Coordinators, Volunteer Coordinator, Health Care Assistants, and others. They are responsible for the care and custody of youth in secure detention and those participating in alternatives to secure detention. These are highly valued employees who help deliver services to youth in the County who are involved in the justice system in a way that minimizes trauma and assists youth in moving forward in their lives post justice system involvement.

Recruitment into detention and law enforcement positions is an ongoing challenge for King County, as well as all public agencies. This legislation authorizes a collective bargaining agreement that moves substantially to improving our ability to recruit and retain high quality staff providing a vital service to the youth of King County.

This agreement contains significant improvements in efficiency, accountability and productivity for the County by ensuring labor peace in an extremely important County division.

For example:

 ● This agreement promotes efficiency by ensuring an attractive wage for recruitment and retention of high quality staff, and

 ● It improves workplace morale with work rule improvements in the areas of discipline and personnel files.

This legislation furthers the goals of the County Strategic Plan by attracting and retaining a talented workforce, and by utilizing employees in an efficient and effective manner.

The general-wage-increase for 2017 is 2.25%. The general-wage-increases for 2018 is 2.5% and follows the standard County settlement agreed to with other labor organizations in DAJD. In 2018, a market based adjustment of 2% was added for many classifications, and a 7.2% market adjustment based on internal equity was provided to Health Care Assistants who serve a vital role in ensuring the health and safety of youth in secure detention. Additionally, as the recruitment needs are increasing for a highly educated staff, in 2018 an educational incentive was added for certain classifications at 1% for an Associate’s Degree (AA), 2% for a Bachelor's Degree (BA), and 3% for a Masters Degree (MA).

The settlement reached is a product of good faith collective bargaining between King County and the Guild. The agreement compares favorably with other settlements and is within our capacity to finance. This agreement has been reviewed by the Office of the Prosecuting Attorney, Civil Division.

Thank you for your consideration of this ordinance. This important legislation will help King County residents by continuing the progress being made in the Juvenile Division, and providing a qualified, consistent, and educated work force.

If you 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

 Dwight Dively, Director, Office of Performance, Strategy and Budget

 Megan Pedersen, Director, Office of Labor Relations

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| bcc: |  | Jason Smith, President, King County Juvenile Detention Guild |

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