## STAFF REPORT

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| **Agenda Item:** | 7 | **Name:** | Clifton Curry |
| **Proposed No**.: | 2018-0492 | **Date:** | November 27, 2018 |

**SUBJECT**

AN ORDINANCE approving and adopting the collective bargaining agreement negotiated by and between King County and King County Juvenile Detention Guild (Department of Adult and Juvenile Detention - Juvenile Detention) representing employees in the department of adult and juvenile detention; and establishing the effective date of the agreement.

**SUMMARY**

Proposed Ordinance 2018-0492 would approve the collective bargaining agreement negotiated by and between King County and 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.

* Provides for 2017 and 2018 General Wage Increases;
* Makes market adjustments for certain job classifications;
* Adds education incentives to improve recruiting staff; and,
* Eliminates paid meals and coffee in the jail facilities.

The changes in compensation, and other changes, required by the CBA are estimated to cost $792,000 through the life of the agreement.

**BACKGROUND**

The King County Juvenile Detention Guild bargaining unit covers approximately 112 employees who work in a variety of classifications in the Juvenile Division of the Department of Adult and Juvenile Detention (DAJD). These different classifications include Detention Officers, Community Surveillance Officers, Community Corrections Placement Specialists, Orientation and Assessment Specialists, Recreation Coordinators, Volunteer Coordinator, Health Care Assistants, and others. These employees are responsible for the care and custody of youth in secure detention at the County’s Youth Service Center and those youth participating in court-ordered alternatives to secure detention. According to the Executive, 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. The Executive also notes that “recruitment into detention and law enforcement positions is an ongoing challenge for King County, as well as all public agencies.”

**ANALYSIS**

Most of the terms in the new CBA are a continuation of the provisions included in the previous CBA which expired on December 31, 2016.[[1]](#footnote-1) The following outlines key elements in the new CBA:

* **Changes in Compensation**: The new CBA includes a general-wage-increase for 2017 of 2.25 percent. The general-wage-increase for 2018 is 2.5 percent and follows the standard County settlement agreed to with other labor organizations in the Department of Adult and Juvenile Detention. In addition, employees will receive an additional $0.40 per hour starting January 1, 2018 as a result of the elimination of employee meals and coffee (see below).
* **Market-based and Other Adjustments.** In addition to the General Wage Increases, the agreement includes for 2018, a market based adjustment of 2.0 percent that is added for many classifications,[[2]](#footnote-2) and a 7.2 percent market adjustment for employees working as Health Care Assistants.[[3]](#footnote-3) The agreement also includes an increase of 4.0 percent for 2018 for training officers (FTOs).
* **Recruitment Incentive**: In addition to the other changes in compensation, the agreement includes incentives to help recruit “a highly educated staff.” The agreement includes, for 2018, an educational incentive for certain classifications where those employees with an Associate’s Degree will receive an incentive of 1.0 percent, those employees with a Bachelor's Degree will receive an incentive of 2.0 percent, and those employees with a Master’s Degree will receive 3.0 percent.
* **Eliminates Paid Meal and Coffee Benefits:** The CBA would eliminate paid meal and coffee benefits, but, as noted above, this group will also receive $0.40 per hour in exchange for the permanent elimination of paid meals and coffee in the jail facilities starting on January 1, 2018.[[4]](#footnote-4)
* **Clarifying Language Related to Overtime and Discipline:** Clarifies overtime language to eliminate ambiguity for daily/weekly overtime. In addition, the agreement modifies personnel file and some discipline language clarifying procedures and notification.
* **Family Medical Leave Act (FMLA) / King County Family and Medical Leave (KCFML)**: The new CBA includes permanent language recognizing FMLA/KCML concurrency as an employee benefit. Council adopted Ordinance 18191[[5]](#footnote-5) making KCFML, which provides 18 weeks of unpaid leave, to run concurrently (rather than consecutively) with federal and state[[6]](#footnote-6) family and medical leave, which allows 12 weeks of unpaid leave.
* **Paid Parental Leave**: The new CBA includes paid parental leave benefits for employees consistent with KCC 3.12.221.
* **Health Benefits**: The new CBA continues health benefit provisions provided by the extended agreement on health benefits with the Joint Labor Management insurance Committee (JLMIC) for 2017 and 2018.

**FISCAL IMPACT**

The fiscal impact of the proposed CBA shows an increase of $204,941 for 2017 and a $587,073 increase for 2018 when compared with the adopted biennium budget. The Fiscal Note shows that the estimated cost of the new CBA for the life of the agreement (from January 1, 2017 through December 31, 2018) will be $792,014.

**ATTACHMENTS**

1. Proposed Ordinance 2018-0492 (and its attachments)
2. Transmittal Letter
3. Fiscal Note
4. Checklist and Summary of Changes
5. Contract Consistency with Adopted Labor Policies

**INVITED**

1. David Topaz, Labor Negotiator, Office of Labor Relations
2. Juvenile Detention Officer Adam Hoppis, Representative, King County Juvenile Detention Guild
3. Community Surveillance Officer Russell Hairston, Representative, King County Juvenile Detention Guild
1. Ordinance 18146, enacted November 13, 2015. [↑](#footnote-ref-1)
2. Detention Officers, Community Surveillance Officer, Community Corrections Placement Specialist, Orientation and Assessment Specialist, Recreation Coordinator, Training Coordinator, and Project Program Manager II. [↑](#footnote-ref-2)
3. According to the Executive, the increase is based on a review of other County employees in the same job classification or performing similar duties. [↑](#footnote-ref-3)
4. According to the Office of Labor Relations, the proposal to eliminate free meals and coffee was part of negotiations for all bargaining units working in secure detention (adult and juvenile). Coalition unit members gave up meals as part of the 2017-18 Total Compensation CBA, Nurses working in jail health have already agreed to this provision, and it is under mediation for jail correctional officers. Current total costs of the meals were about $660,000 annually, and the proposed total compensation add (in lieu of free meals) is estimated at $440,000 resulting in an overall potential reduction after all units adopt the provision. [↑](#footnote-ref-4)
5. Adopted December 8, 2015. [↑](#footnote-ref-5)
6. Chapter 49.78 RCW, commonly known as the Washington Family Leave Act (WFLA) [↑](#footnote-ref-6)