



King County

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King County Executive

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May 14, 2020

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 collective bargaining agreement (CBA) with the King County Corrections Guild (KCCG) for the period of January 1, 2017, through December 31, 2019. Adoption of this proposed ordinance will enable King County and the Department of Adult and Juvenile Detention (DAJD) to provide bargained for wages, hours and working conditions in support of our employees who provide essential corrections services.

This CBA covers approximately 540 Corrections Officers and Sergeants in DAJD and is in part the result of an interest arbitration award. The interest arbitration award is final and binding pursuant to the Revised Code of Washington (RCW) 41.56.450. These uniformed officers supervise the jail populations at the County's two adult corrections facilities. They are highly valued for their public safety role by providing safe and secure detention.

This CBA improves DAJD's ability to efficiently manage staffing resources, with the goal of reducing mandatory overtime. A new annual limit on the accrual of compensatory time will increase available work hours for existing staff and reduce the number of vacant shifts which require backfill/mandatory overtime. This negotiated CBA also increases the length of time for the required notice of cancellation of leave, allowing more time for advanced scheduling which will reduce the need for unplanned mandatory overtime.

This agreement includes retroactive general wage increases of 2.25 percent in 2017, and 3 percent in 2018 and 2019. These wage increases are expected to aid in recruiting, while staying consistent with wage increases for other County bargaining units during the same period. This CBA also adopts standard provisions regarding work out of class pay and longevity payments, and eliminates the payment of incentives while in no-pay status. These standard provisions create efficiencies for payroll administration.

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The negotiated CBA advances the King County Strategic Plan's guiding principles and goals of providing financially sustainable and efficient government services by advancing consistent and standard labor practices.

Supplemental budget authority required to fund the \$4.8 million unbudgeted retroactive wage portion of the agreement will be included in the upcoming budget supplemental omnibus ordinance. Please note that supplemental budget authority was previously requested in Proposed Ordinance 2019-0393, which has since been requested to be withdrawn. A complete allocation of the costs associated with this CBA 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, which will maintain continuity of detention services. The negotiated CBA will improve the Department's ability to manage its staffing resources in a cost-effective manner. The agreement is the product of significant work by King County and KCCG to achieve a final agreement.

If your staff 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
Shannon Braddock, Deputy Chief of Staff, Office of the Executive
Karan Gill, Director, Council Relations, Office of the Executive
Dwight Dively, Director, Office of Performance, Strategy and Budget
Megan Pedersen, Director, Office of Labor Relations