



## King County

### **Dow Constantine**

King County Executive

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[www.kingcounty.gov](http://www.kingcounty.gov)

July 15, 2021

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 Marshals Guild (the Guild) covering County Marshals in the King County Sheriff's Office for the contractual period of January 1, 2021, through December 31, 2022.

Adoption of this proposed Ordinance will enable King County to provide bargained wages, hours, and working conditions to our employees who deliver protection and security services to tenants and visitors to and within the County's court buildings. The negotiated CBA covers approximately 30 employees in the King County Sheriff's Office.

King County Marshals provide protection and armed security at District Court locations, the King County Courthouse, the Maleng Regional Justice Center, the Judge Patricia H. Clark Children and Family Justice Center, and other county buildings as assigned. Marshals possess a limited commission for enforcement of the criminal laws of Washington State during assigned hours and at assigned locations and may take appropriate emergency security action to maintain a safe environment.

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

The terms and conditions of the negotiated CBA align in with the Master Labor Agreement (MLA) and adopts the King County Police Officers Guild Office of Law Enforcement Oversight (OLEO) agreement. The CBA addresses the transition of the Sheriff's Office to the Executive Branch. It provides clarity and specificity to overtime language as recommended

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by a recent performance audit. It adopts standardized language from the King County Code and the MLA specific to compensatory time cash-out and leave policies. Finally, the grievance procedure has been updated to standardize grievance step timelines and steps to match the grievance timelines in the MLA.

The general wage increases for the negotiated Marshals Guild CBA are aligned with assumptions used in the 2021-2022 budgeting process which informed the zero percent wage increase in 2021 and two percent increase in 2022.

Adoption of this proposed Ordinance, which will ratify the negotiated CBA, advances the King County Strategic Plan's goal of efficient, accountable regional and local government.

A supplemental budget authority request is not necessary. 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 necessary for Marshal services provided by King County.

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: 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