



King County

Dow Constantine

King County Executive

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May 4, 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 Juvenile Detention Guild (KCJDG) for the contractual period of January 1, 2019, through December 31, 2020. Adoption of this proposed ordinance will enable King County and the Department of Adult and Juvenile Detention (DAJD), Juvenile Division to implement negotiated wages, hours and working conditions for employees who provide essential detention services for King County.

The negotiated CBA, which has been ratified by the bargaining unit, covers Detention Officers, Community Surveillance Officers, and other employees who support juvenile services at the new Children and Family Justice Center (CFJC). These employees are highly valued for their role in providing a safe and secure environment for youth while they are engaged with King County's criminal legal system.

This agreement creates substantial improvements in DAJD's ability to manage staffing resources efficiently, with the goal of reducing mandatory overtime. A new annual limit on the accrual and use 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.

The negotiated CBA increases alignment of several key provisions with other of DAJD CBAs, the King County Master Labor Agreement, and revised King County Code provisions. It reduces the annual vacation carryover limit for new employees to 320 hours, moves the awarding of personal holiday hours to January, ends the reversion of donated leaves, standardizes provisions for work out of class and special duty assignments, and clarifies payroll-related language.

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This agreement includes general wage increases of 3.75 percent in 2019 and 1.5 percent in January 2020 plus 1.5 percent in July 2020, which is consistent with the MLA agreement increases for 2020. These wage increases are expected to aid in recruiting, while staying consistent with wage increases for other County bargaining units during the same period. The agreement also provides a 1 percent increase in the shift differential premium and clarifies the eligibility requirements.

Ratification of 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.

No supplemental budget authority is being requested for implementation of this CBA. A complete breakdown 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 help maintain continuity of juvenile detention services and improve our use of resources in the CFJC. The CBA will help to improve the Department's ability to manage its staffing resources in a cost-effective manner. The agreement is the product of a great deal of good work by King County and the KCJDG 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

bcc: Dennis Folk, President, King County Corrections Guild