



## King County

### Law, Justice, Health and Human Services Committee

#### STAFF REPORT

<b>Agenda Item:</b>	8	<b>Name:</b>	Nick Wagner
<b>Proposed No.:</b>	2012-0252	<b>Date:</b>	24 July 2012
<b>Invited:</b>	Rob Sprague, Labor Negotiator, Office of Labor Relations, King County Executive Office Russell Hairston, President, King County Juvenile Detention Guild		

#### SUMMARY

Proposed Ordinance 2012-0252 (pp. 87-88 of these materials<sup>1</sup>) would approve a collective bargaining agreement (CBA) between King County and the King County Juvenile Detention Guild. The CBA (pp. 89-126) covers about 120 employees in the Department of Adult and Juvenile Detention (DAJD).

#### **1. Term of the CBA**

The CBA covers the two-year period from 1 January 2011 through 31 December 2012. (CBA Article 23, p. 122)

#### **2. The Bargaining Unit**

As described in the transmittal letter (pp. 131-32), the members of the bargaining unit perform all aspects of administration and maintenance of King County's Juvenile Detention Facility and programs, including:

- Core detention functions
- Youth training
- Community placement
- Chemical dependency services
- Recreation
- Food services,
- Administrative and fiscal services, and
- Administration of the Alternative to Secure Detention programs.

A complete list of the job classifications included in the bargaining unit are listed in CBA Addendum A (p. 123).

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<sup>1</sup> All page number references are to the meeting materials.

## **NEW CONTRACT PROVISIONS**

The proposed CBA is a two-year rollover, or continuation, of the previous CBA, except for the following changes:

### **1. COLAs**

Section 3 of Article 21 of the CBA (p. 119) provides for the following cost of living adjustments (COLAs), which are the same as those agreed to by the vast majority of the County's represented employees for the years in question:

<b>Year</b>	<b>COLA Formula</b>	<b>COLA</b>
<b>2011</b>	No COLA	Zero
<b>2012</b>	90% of CPI-W increase for Seattle-Tacoma-Bremerton, <sup>2</sup> with 0% floor and no ceiling	1.63%

### **2. COLA reopener**

Section 4 of Article 21 of the CBA (pp. 119-20) provides that COLA negotiations will be reopened if, comparing the current year to the previous year, there is either (1) an increase in the King County unemployment rate of more than two percentage points or (2) a decline of more than seven percent in county retail sales. Each year by July 30th the county will assess whether either of these conditions has been met. This is the same as the reopener that the vast majority of the county's represented employees have agreed to.

### **3. No changes in pay ranges**

The CBA includes no changes in the pay ranges for the classifications covered by the CBA.

### **4. Reopener re. transition to common biweekly payroll system**

Section 9 of Article 22 of the CBA (p. 121) acknowledges the county's right to implement "a common biweekly payroll system that will standardize pay practices and Fair Labor Standards Act work weeks" and provides that the CBA may be reopened to negotiate these standardized pay practices, to the extent required by law.

### **5. Clarifications**

The CBA includes several changes that executive staff describes as merely clarifying the parties' interpretation of the previous CBA. Since the changes reflect existing practice, they will have no fiscal impact.

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<sup>2</sup> More specifically: "the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year)."

**FISCAL IMPACT**

The fiscal impact of the COLAs is summarized in the table below, which is based on the Fiscal Note (p. 133).

	<b>2011</b>	<b>2012</b>
Increase over previous year	\$0	\$142,736

**CONSISTENCY WITH LABOR POLICIES**

The proposed CBA is consistent with the County's adopted labor policies.

**LEGAL REVIEW**

The CBA has been reviewed by the Office of the Prosecuting Attorney, Civil Division. (Transmittal letter, p. 132 of these materials)

**ATTACHMENTS**

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**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**July 17, 2012**

**Ordinance**

**Proposed No. 2012-0252.1**

**Sponsors**

1 AN ORDINANCE approving and adopting the collective  
2 bargaining agreement negotiated by and between King  
3 County and King County Juvenile Detention Guild  
4 (Juvenile Detention) representing employees in the  
5 department of adult and juvenile detention; and establishing  
6 the effective date of said agreement.

7 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

8 SECTION 1. The collective bargaining agreement negotiated by and between  
9 King County and King County Juvenile Detention Guild (Juvenile Detention)  
10 representing employees in the department of adult and juvenile detention and attached  
11 hereto is hereby approved and adopted by this reference made a part hereof.

12 SECTION 2. Terms and conditions of said agreement shall be effective from  
13 January 1, 2011, through and including December 31, 2012.

14

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

\_\_\_\_\_  
Larry Gossett, Chair

ATTEST:

\_\_\_\_\_  
Anne Noris, Clerk of the Council

APPROVED this \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

\_\_\_\_\_  
Dow Constantine, County Executive

**Attachments:** A. Agreement - King County Juvenile Detention Guild Juvenile Detention Division Employees

AGREEMENT BETWEEN

KING COUNTY

AND

KING COUNTY JUVENILE DETENTION GUILD

Juvenile Detention Division Employees

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1 Detention Division

- 2 • Perform other duties as contained in this Agreement

3 C. The JLMC will meet at least monthly unless the parties mutually agree to change  
4 the schedule provided that no more than sixty (60) days shall elapse between meetings. The meetings  
5 will be chaired as agreed upon by the committee. Failing agreement, the responsibility for chairing  
6 meetings shall alternate each meeting between the Guild and DAJD management. The chairperson  
7 shall function as a facilitator of JLMC deliberations in accordance with the principles of interest  
8 based bargaining. Each party will determine whether their chair assignment will be permanent or  
9 rotate among their members.

10 D. The parties agree that the JLMC will be comprised of equal representation of the  
11 County which may include one representative from the Office of Labor Relations (OLR) and the  
12 Guild.

13 E. The JLMC does not waive or diminish management rights and does not waive or  
14 diminish Guild rights of grievance or bargaining. Issues are to be discussed in an interest-based,  
15 collaborative manner and the JLMC may access the services of a mutually acceptable source of  
16 mediation services if consensus cannot be reached in a timely manner. The parties recognize that the  
17 JLMC may not be able to resolve every issue.

18 Section 3. All words under this Agreement shall have their ordinary and usual meaning  
19 except those words that have been defined under K.C.C.3.12, as amended.

## 20 **ARTICLE 2: GUILD RECOGNITION AND MEMBERSHIP**

21 Section 1. **Recognition:** The County recognizes the Guild as the exclusive bargaining  
22 representative for all employees, other than confidential and supervisory employees, whose job  
23 classifications are listed in Addendum A and who work in the Juvenile Detention Division of DAJD.

24 Section 2. **Guild Membership:** It shall be a condition of employment that all employees  
25 covered by this Agreement shall, within thirty (30) days of the effective date of the Agreement,  
26 become and remain members in good standing or pay an agency fee. It shall also be a condition of  
27 employment that all employees covered by this Agreement and hired or assigned into the bargaining  
28 unit after its effective date shall, on the thirtieth (30) day following the beginning of such

1 employment, become and remain members in good standing in the Guild or pay an agency fee.

2       **Section 3. Exemption:** Nothing contained in Section 2 shall require an employee to join the  
3 Guild who objects to membership in the Guild on the grounds of a bona fide religious objection in  
4 which case the employee shall pay an amount of money equivalent to the regular Guild dues and  
5 initiation fee to a non-religious charity or to another charitable organization mutually agreed upon by  
6 the employee affected and the bargaining representative to which the employee would otherwise pay  
7 the dues and initiation fee. If the employee and the bargaining representative are not able to agree  
8 upon a charitable organization, they shall resolve the issue through the Public Employment Relations  
9 Commission. The employee shall furnish written proof that such payments have been made.

10       **Section 4. Dues Deduction:** Upon receipt of written authorization individually signed by an  
11 employee, the County shall have deducted from the pay of such employee the amount of dues as  
12 certified by the secretary of the Guild and shall transmit the same to its treasurer.

13       **Section 5. Indemnification:** The Guild will indemnify, defend and hold the County harmless  
14 against any claims made and against any suit instituted against the County on account of any check-  
15 off of dues for the Guild. The Guild agrees to refund to the County any amounts paid to it in error on  
16 account of the check-off provisions upon presentation of proper evidence thereof.

17       **Section 6. Business Leave Bank:** The Guild will establish a business leave bank for Guild  
18 activity. The bank hours shall be established through the deduction of vacation hours only (excluding  
19 probationary employees). Up to two (2) hours annually may be deducted from each employee's  
20 leave account to fund the leave bank. The Employer agrees to administer the leave bank account,  
21 provided the Guild has the sole discretion to determine who may use the business leave bank and  
22 under what circumstances. The release of employees for Guild business leave shall not be  
23 unreasonably withheld. The employee shall provide the Employer with a minimum of five (5) days  
24 of notice. An employee on approved Guild business leave shall not be subject to discipline for going  
25 into a "no pay" status.

26 **ARTICLE 3: RIGHTS OF MANAGEMENT**

27       It is recognized that the County retains the right, except as otherwise provided in this  
28 Agreement, to manage the business of the County and to direct its workforce. Such functions of the

1 County include, but are not limited to:

2 A. Determine the mission, budget, organization, number of employees, and internal  
3 security practices of the Department of Adult and Juvenile Detention;

4 B. Recruit, examine, evaluate, select, promote, transfer and train employees of its  
5 choosing, and to determine the times and methods of such actions;

6 C. Discipline of employees (including but not limited to, suspension, demotion, or  
7 discharge for just cause); provided that when a transfer is intended as a disciplinary sanction, it is  
8 subject to the Just Cause requirement per Article 5 of this Agreement;

9 D. Assign, direct and reduce the workforce; develop and modify class specifications  
10 as well as assignment for the salary range for each classification and allocate positions to those  
11 classifications; determine the methods, materials and tools to accomplish the work; designate duty  
12 stations and assign employees to those duty stations.

13 E. Establish work rules; assign the hours of work. Take whatever actions may be  
14 necessary to carry out the Department of Adult and Juvenile Detention's mission in case of  
15 emergency.

16 F. All of the functions, rights, powers and authority of the County not specifically  
17 abridged, delegated or modified by this Agreement are recognized by the Guild as being retained by  
18 the County.

19 **ARTICLE 4: WAIVER AND COMPLETE AGREEMENT**

20 Section 1. Waiver: The parties acknowledge that during the negotiations resulting in this  
21 Agreement each had the unlimited right and opportunity to make demands and proposals with respect  
22 to any and all subjects or matters not removed by law from the area of collective bargaining and the  
23 understandings and agreements arrived at by the parties after exercise of that right and opportunity  
24 are set forth in this Agreement. The County and the Guild each voluntarily and unqualifiedly waive  
25 the right and each agrees that the other shall not be obligated to bargain collectively with respect to  
26 any subject or matter not specifically referred to or covered in this Agreement, even though such  
27 subject or matter may not have been within the knowledge or contemplation of either or both of the  
28 parties at the time they negotiated or signed this Agreement. All rights and duties of both parties are

1 specifically expressed in this Agreement and such expression is all-inclusive. This Agreement  
2 constitutes the entire agreement between the parties and concludes collective bargaining for its terms,  
3 subject only to a desire by both parties to mutually agree to amend or supplement at any time, except  
4 for negotiations over a successor collective bargaining agreement.

5 **Section 2. Modification:** Should the parties agree to amend or supplement the terms of this  
6 Agreement, such amendments or supplements shall be in writing and effective when signed by the  
7 Guild, the Director of DAJD/designee, and by the Labor Relations Director of the Office of Labor  
8 Relations/designee.

9 **ARTICLE 5: EMPLOYEE RIGHTS**

10 **Section 1. Just Cause Standard:** No regular employee shall be disciplined except for just  
11 cause. For purposes of this Article, employees in a probationary status are not regular employees.

12 **Section 2. Disciplinary Action:**

13 A. Disciplinary action shall be in accordance with Chapter 3.12 of the King County  
14 Code (K.C.C.).

15 B. When the County takes disciplinary action the employee shall be given notice of  
16 such action and, upon written request, reports or documentation will be made available to the  
17 employee.

18 **Section 3. Personnel Files:**

19 A. The employee and/or a Guild representative may examine the employee's  
20 personnel files if the employee so authorizes in writing. Material placed into the employee's files  
21 relating to job performance or personal character shall be brought to his or her attention prior to  
22 placement in the file. The employee may challenge the propriety of including it in the files. If, after  
23 discussion, the County retains the material in the file, the employee shall have the right to insert  
24 contrary documentation into the file, or request the removal of a document that is in the file.

25 B. Unauthorized persons shall not have access to employee files or other personal  
26 data relating to the employee. The Director of DAJD/designee will determine staff authorized for  
27 access to personnel files maintained in DAJD. All persons with the exception of DAJD personnel,  
28 and Prosecuting Attorney staff shall record access to employee files.

1           **Section 4. Class Specifications:** When the phrase, such as “performs related work as  
2 required,” is incorporated into the text of an official class specification as a representative example of  
3 work, the assignment of such work on a regular and ongoing basis shall be within the essential duties  
4 and responsibilities of the classification. Except as agreed to by the Guild and the County, employees  
5 shall not regularly and on an ongoing basis be assigned duties foreign to their classification.

6           **Section 5. Right to Representation:** Employees shall have the right to representation as  
7 defined by law and the terms of this Agreement.

8           **Section 6. Mileage:** All employees who have been authorized to use their own transportation  
9 on County business shall be reimbursed at the IRS rate.

10           **Section 7. Personal Property:** Employees whose personal property is damaged during the  
11 performance of their duties shall have same repaired or replaced at County expense; provided, that  
12 such reimbursement shall not exceed five hundred dollars (\$500.00) per incident. Paperwork  
13 necessary to process claims covered under this Section will be initiated by the County with due speed  
14 upon receipt of the claim from the employee.

15           **Section 8. Subcontracting:** The County will not contract or subcontract work when such  
16 action will cause layoff of regular employees unless it is required by state or federal law.

17           **Section 9. Safety Standards:** No employee shall be directed to work in a manner or  
18 condition that does not comply with the minimum accepted safety practices or standards, or in a  
19 condition, location or assignment which would constitute a hazard to the employee’s health or well-  
20 being. The County shall provide appropriately classified staff for the care, supervision and  
21 transportation of youth.

22           **Section 10. Reclassified Positions:**

23           **A.** The County will advise the Guild in writing and in advance about the creation of  
24 any new or reclassified position to be assigned to the Juvenile Detention Division of DAJD. Such  
25 notification will include a list of duties and responsibilities, along with a statement of the desirable  
26 qualifications.

27           **B.** The County and the Guild will review and attempt to reach a mutual agreement in  
28 determination of inclusion or exclusion in the bargaining unit of any newly created or reclassified

1 positions and the salary range for the new positions. Should the parties fail to reach a mutual  
 2 agreement on the matter of inclusion, the matter will be referred to the Public Employment Relations  
 3 Commission (PERC) for unit clarification. In the event that the County wishes to fill the position  
 4 pending the unit clarification decision, the County will make a good faith attempt to fill the disputed  
 5 position on a temporary basis with a qualified employee from within the existing bargaining unit.

6 **ARTICLE 6: HOLIDAYS**

7 **Section 1.**

8 **A. Celebrated Holidays:** All regular, probationary, provisional and term-limited  
 9 temporary employees who work a full-time schedule shall be granted the following holidays with  
 10 pay:

<i>Holiday</i>	<i>Date Celebrated</i>
New Year's Day	January 1st
Martin Luther King Jr.'s Birthday	Third Monday in January
President's Birthday	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4th
Labor Day	First Monday in September
Veteran's Day	November 11th
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Day Following Thanksgiving
Christmas Day	December 25th

24 and any day as declared by the president or governor and as approved by the council.

25 **B.** All holidays are observed on the "Date Celebrated" per Section 1.A.

26 **C.** Whenever a holiday falls on a weekend, an employee whose regular furlough falls  
 27 on that holiday may take the immediately adjacent weekday off, provided that staffing needs are met.

28 For purposes of this section, staffing needs for Officers on 1st, 2nd and 3rd shift are met so long as

1 there are existing vacation slots available.

2           **D.** Holidays paid for but not worked shall be recognized as time worked for the  
3 purpose of determining weekly overtime except for such time that sick leave is taken on the holiday.

4           **Section 2. Personal Holidays:** Regular, probationary, provisional and term-limited  
5 temporary employees shall receive two (2) additional personal holidays to be administered through  
6 the vacation plan. One (1) day shall be accrued on the first of October and one (1) day shall be  
7 accrued on the first day of November of each year. These days may be used in the same manner as  
8 any vacation day earned.

9           **Section 3. Part-Time Scheduled Employees:** Regular, probationary, provisional and part-  
10 time term-limited temporary employees who work a part-time schedule receive paid holidays based  
11 on their work schedule consistent with Sections 1 and 2 herein.

12           **Section 4. Holiday Compensation:**

13           **A.** Full-time employees who are eligible for holiday pay, who work on a celebrated  
14 holiday listed in Section 1.A above shall receive regular pay, plus time-and-one-half the regular rate  
15 of pay for all hours worked as a holiday premium.

16           **B.** Full-time employees who are eligible for holiday pay, who are relieved of  
17 regularly scheduled duty due to holiday staffing or furlough on a celebrated holiday listed in Section  
18 1.A. above, shall either receive an additional day's pay or shall at their option receive a substitute  
19 holiday.

20           **C.** Full-time employees who are eligible for holiday pay, who take time off for an  
21 approved sick or vacation leave day, shall be paid eight (8) hours of straight time holiday pay unless  
22 otherwise eligible for overtime pursuant to Article 10.

23           **D.** Part-time employees who are eligible for holiday pay and are assigned to work on  
24 a holiday shall be paid holiday compensation (1-1/2 the regular rate of pay) for the actual hours  
25 worked. Part-time employees whose regular schedule requires them to work on a holiday, but who  
26 are relieved from work for the holiday due to holiday staffing levels, will receive either holiday pay  
27 at straight time or a pro-rated substitute holiday, at their option. Part-time employees will not be  
28 compensated for holidays falling on days which they are not regularly scheduled to work.

1 E. Use of Substitute Holidays. All substitute holidays banked by employees pursuant  
 2 to this Article will be banked as vacation leave, and subject to all provisions of Article 7 concerning  
 3 the accrual and/or use of vacation leave, including accrual limits.

4 **Section 5. Holiday Staffing Levels:** The County retains the right to determine the level of  
 5 staffing required on celebrated holidays, pursuant to Section 1.A., above, to meet reduced workload  
 6 needs. In most cases, the level of staffing on celebrated holidays will be the same as weekend  
 7 staffing levels. Employees to be relieved due to holiday staffing will be selected within each shift,  
 8 based on seniority (per Article 12, Section 4). Fourth shift employees relieved of regular duty due to  
 9 holiday staffing will have first preference to fill first-shift vacancies on the celebrated holiday.

10 **ARTICLE 7: VACATIONS**

11 **Section 1.**

12 Regular, probationary, provisional and term-limited temporary employees who work a  
 13 full-time schedule shall accrue vacation leave benefits as described in the following table:

<b>Vacation Leave Schedule for Full-Time Regular Employees</b>	
<b>Length of Service</b>	<b>Annual Leave in Days (7.2 hrs/day accrual rate for employees on 5/4 schedule)</b>
Upon hire through end of year 5	12
Upon beginning of year 6	15
Upon beginning of year 9	16
Upon beginning of year 11	20
Upon beginning of year 17	21
Upon beginning of year 18	22
Upon beginning of year 19	23
Upon beginning of year 20	24
Upon beginning of year 21	25
Upon beginning of year 22	26
Upon beginning of year 23	27
Upon beginning of year 24	28
Upon beginning of year 25	29
Upon beginning of year 26 and beyond	30
<b>Maximum Vacation Balance allowable is 60 days</b>	



1           **Section 2.** Regular, probationary, provisional and term-limited temporary employees who  
2 work a part-time schedule shall accrue vacation leave in accordance with the leave schedule set forth  
3 in Section 1; provided, however, such accrual rates shall be prorated to reflect his/her normally  
4 scheduled work week.

5           **Section 3.** Employees eligible for paid leave shall accrue vacation leave from their date of  
6 hire. Employees may accrue vacation leave each pay-period which may not be used until accrued.

7           **Section 4.** Employees eligible for paid leave shall not be eligible to take or be paid for  
8 vacation leave until they have successfully completed their first six (6) months of County service in a  
9 paid leave eligible position, and if they leave County employment prior to successfully completing  
10 their first six (6) months of County service, shall forfeit and not be paid for accrued vacation leave.  
11 This provision does not restrict an employee's use of accrued leave for a qualifying event under the  
12 Washington Family Care Act.

13           **Section 5.** Employees eligible for paid leave shall be paid for accrued vacation leave to their  
14 date of separation up to the maximum accrual amount if they have successfully completed their first  
15 six (6) months of County service in a paid leave eligible position. Payment shall be the accrued  
16 vacation leave multiplied by the employee's rate of pay in effect upon the date of leaving County  
17 employment less mandatory withholdings.

18           **Section 6. Vacation Scheduling Procedure**

19           **A.** An employee may make up to six (6) vacation requests for the period beginning  
20 April 1st and ending the following March 31st. These requests must be received by the County no  
21 later than the preceding March 1st. For Detention Officers, up to two (2) vacation requests will be  
22 granted based on seniority within classification (per Article 12, Section 4) and available vacation  
23 slots identified in Paragraph E of this Section, below. For all others, vacation requests will be  
24 granted by seniority within classification provided that judicial proceedings, youth services, and  
25 essential facility operations are properly staffed at all times. Employees must indicate their vacation  
26 period preferences when submitting their request. The vacation preference request shall be made on  
27 the appropriate Juvenile Detention Division form. Employees will be notified by April 1st in regard  
28 to approval or disapproval of their requests.

1           **B.** Employees will be limited to the use of current vacation accruals and projected  
2 vacation accruals when identifying their bid requests. Each vacation bid must be for consecutive  
3 days.

4           **C.** Vacation requests received after March 1st shall be considered and approved on  
5 the basis of the date the request is received by the Department and the availability of slots identified  
6 in Paragraph E of this Section, below. Notification to the employee will be made within fifteen (15)  
7 days of a requested vacation slot becoming available.

8           **D.** If any vacation slots remain available, a Detention Officer may submit a request to  
9 use one or more vacation slots. The request must be submitted five (5) days in advance of the  
10 requested leave. Upon implementation of the Roster Management System, the time to request  
11 available slots will be within three (3) days in advance of the requested leave.

12           **E.** The number of vacation slots available for Detention Officers for each shift shall  
13 be as follows:

14                   Day Shift:	5
15                   Swing Shift:	3
16                   Graveyard:	2

17           If only one day in a vacation request is above the limits defined above, the leave shall be  
18 granted.

19           **F.** Upon request of either party, on or about January 15 of each calendar year, the  
20 parties will meet to determine if additional vacation slots will be made available for the coming year  
21 (April 1 – March 31).

22           **G.** Employees who transfer or rebid to a different shift shall maintain their vacation  
23 bid.

24           **H.** If a vacation bid is canceled due to illness, injury, termination, leave of absence,  
25 etc., the vacation period will be filled from the waiting list established in accordance with Section C  
26 of this Article.

27           **Section 7.** Employees eligible for paid leave may accrue up to sixty (60) days vacation  
28 calculated/adjusted to reflect the normal bi-weekly schedule not to exceed 432 hours for employees

1 on a bi-weekly schedule of 72 hours and 480 hours for those employees on a bi-weekly schedule of  
2 80 hours. Employees eligible for paid leave shall use vacation leave beyond the maximum accrual  
3 amount prior to December 31 of each year. Failure to use vacation leave beyond the maximum  
4 accrual amount will result in forfeiture of the vacation leave beyond the maximum amount unless the  
5 Division Director has approved a carryover of such vacation leave because of cyclical workloads,  
6 work assignments or other reasons as may be in the best interests of the County.

7 **Section 8.** Employees eligible for paid leave shall not use or be paid for vacation leave until  
8 it has accrued and such use or payment is consistent with the provisions of this Article.

9 **Section 9.** In cases of separation from County employment by death of an employee with  
10 accrued vacation leave and who has successfully completed his/her first six (6) months of County  
11 service in a paid leave eligible position, payment of unused vacation leave up to the maximum  
12 accrual amount shall be made to the employee's estate, or, in applicable cases, as provided for by  
13 state law, RCW Title 11.

14 **Section 10.** If a regular employee eligible for paid leave resigns from County employment or  
15 is laid off and subsequently returns to County employment within two years from such resignation or  
16 layoff, as applicable, the employee's prior County service shall be counted in determining the  
17 vacation leave accrual rate under Section 1.

18 **Section 11.** Vacation leave may be used in quarter (1/4) hour increments, at the discretion of  
19 the Division Director/designee.

20 **Section 12.** Employees who are in a probationary period as a result of promotion shall be  
21 entitled to use vacation time accrued in their prior position while they are in a probationary status in  
22 their new position subject to the approval of the Director of DAJD or designee. This provision does  
23 not restrict an employee's use of accrued leave for a qualifying event under the Washington Family  
24 Care Act.

## 25 **ARTICLE 8: SICK LEAVE**

26 **Section 1.** Regular, probationary, provisional and term-limited temporary employees shall  
27 accrue sick leave benefits at the rate of 0.04616 for each hour in regular pay status excluding  
28 overtime up to a maximum of eight (8) hours per month. The employee is not entitled to sick leave if

1 not previously accrued.

2       **Section 2.** During the first six (6) months of service in a paid leave eligible position,  
3 employees eligible to accrue vacation leave may, at the manager's discretion, use any accrued days of  
4 vacation leave as an extension of sick leave. If an employee does not work a full six (6) months, any  
5 vacation leave used for sick leave must be reimbursed to the County upon termination. This  
6 provision does not restrict an employee's use of accrued leave for a qualifying event under the  
7 Washington Family Care Act. During the first twelve (12) months of service in a paid leave eligible  
8 position, employees not eligible for family medical leave under federal or state law or county  
9 ordinance shall be entitled to up to thirty (30) days of unpaid job-protected leave for a qualified  
10 industrial injury incurred in a reported use of force. For purposes of this section, a "qualified  
11 industrial injury" is an injury for which the employee receives worker's compensation benefits.

12       **Section 3.** There shall be no limit to the hours of sick leave benefits accrued by an eligible  
13 employee. Sick leave may be used in quarter (1/4) hour increments.

14       **Section 4.** The County is responsible for the proper administration of the sick leave benefit.  
15 The County can require an employee to submit verification of illness from a licensed practitioner for  
16 any requested sick leave absence if abuse is suspected.

17       **Section 5.** Separation from or termination of County employment except by reason of  
18 retirement or layoff due to lack of work, funds or efficiency reasons shall cancel all sick leave  
19 accrued to the employee as of the date of separation or termination. Should a regular employee  
20 resign or be laid off and return to County employment within two years, accrued sick leave shall be  
21 restored.

22       **Section 6.** Employees eligible to accrue sick leave and who have successfully completed at  
23 least five (5) years of County service and who retire as a result of length of service or who terminate  
24 by reason of death shall be paid, or their estates paid for as provided for by RCW Title 11, as  
25 applicable, an amount equal to thirty-five percent (35%) of their unused, accumulated sick leave  
26 multiplied by the employee's rate of pay in effect upon the date of leaving County employment less  
27 mandatory withholdings. If the bargaining unit has adopted the Voluntary Employee Beneficiary  
28 Association (VEBA), this cash out shall be subject to those provisions.

1           **Section 7. Accrued sick leave may be used for the following reasons:**

2           **A. The employee's bona fide illness; provided, that an employee who suffers an**  
3 **occupational illness may not simultaneously collect sick leave and worker's compensation payments**  
4 **in a total amount greater than the net regular pay of the employee;**

5           **B. The employee's incapacitating injury, provided that:**

6                 **1. An employee injured on the job may not simultaneously collect sick leave**  
7 **and worker's compensation payments in a total amount greater than the net regular pay of the**  
8 **employee;**

9           **C. Exposure to contagious diseases and resulting quarantine.**

10           **D. A female employee's temporary disability caused by or contributed to by**  
11 **pregnancy and childbirth.**

12           **E. The employee's medical, ocular or dental appointments, provided that the**  
13 **employee's Division Director or designee has approved the use of sick leave for such appointments.**

14           **F. To care for the employee's child or the child of an employee's domestic partner if**  
15 **the following conditions are met:**

16                 **1. The child is under the age of eighteen (18);**

17                 **2. The employee is the natural parent, stepparent, adoptive parent, legal**  
18 **guardian or other person standing *in loco parentis* to the child;**

19                 **3. The employee's child or the child of an employee's domestic partner has a**  
20 **health condition requiring the employee's personal supervision during the hours of his/her absence**  
21 **from work;**

22                 **4. The employee actually attends to the child during the absence from work.**

23           **G. Employees shall be entitled to use accrued sick leave or vacation leave where such**  
24 **employee is required to care for immediate family members who are seriously ill. There shall be no**  
25 **limit on the use of sick leave to care for children under "F" of this Section.**

26           **H. Up to one (1) day of sick leave may be used by an employee for the purpose of**  
27 **being present at the birth of his child. Nothing in this subsection shall be construed to limit the**  
28 **employee's rights to leave under the Federal, State or King County leave laws.**

1           **Section 8.** For a qualifying leave under the Washington Family Care Act, the employee may  
2 use any type of accrued leave, at their option. For a leave that does not qualify under the Washington  
3 Family Care Act, the following applies: An employee who has exhausted all of his/her sick leave  
4 may use accrued vacation leave as sick leave before going on leave of absence without pay. After  
5 four (4) days of vacation leave have been used as an extension of sick leave during each six (6)  
6 month period of a calendar year (January through June, July through December). Subsequent use of  
7 vacation leave for such purpose may be used if approved by his/her manager.

8           **Section 9.** Sick leave may be used only for absences from a regular scheduled work shift.

9           **Section 10.** For purposes of this Article, the definition of immediate family is provided under  
10 Article 9, Section 3.E.

11           **Section 11.** Employees who are in a probationary status shall not be denied the valid use of  
12 accrued sick leave.

13           **Section 12. Sick Leave Incentive:** In January of each calendar year, employee sick leave  
14 usage will be reviewed. Regular, full-time employees who have used one (1) day or less of sick leave  
15 in the proceeding calendar year shall be rewarded by having two days of additional hours credited to  
16 their vacation account. Employees who have used more than one (1) day but less than four (4) days  
17 of sick leave hours shall have one day credited to their vacation account. The additional vacation  
18 credits specified herein shall not affect accrued sick leave amounts.

19           **Section 13.** Nothing in this Article limits employees' rights to leave under the Federal, State  
20 or County leave laws. In the event this Article provides lesser leave rights than Federal, State or  
21 County leave laws, the applicable laws shall govern.

## 22 **ARTICLE 9: GENERAL LEAVES**

23           **Section 1. Donation of Leaves:** An employee eligible for paid leaves may donate a portion  
24 of his/her accrued leaves to a leave accrual eligible employee in accordance with Chapter 3.12 of the  
25 King County Code (K.C.C.).

26           **Section 2. Leave - Organ Donors:** The manager shall allow all employees eligible for paid  
27 leaves who are voluntarily participating as donors in life-giving or life-saving procedures such as, but  
28 not limited to, bone marrow transplants, kidney transplants, or blood transfusions to take five (5) days

1 paid leave, which shall not be charged to sick or vacation leaves in accordance with Chapter 3.12 of  
2 the K.C.C.

3 **Section 3. Bereavement Leave:**

4 A. Employees eligible for paid leaves shall be entitled to three (3) working days of  
5 bereavement leave a year, due to death of members of their immediate family.

6 B. Employees eligible to accrue paid leaves who have exhausted their bereavement  
7 leave, shall be entitled to use sick leave in the amount of three (3) days for each instance when death  
8 occurs to a member of the employee's immediate family.

9 C. In cases of family care where no sick leave benefit exists, the employee may  
10 request vacation leave in accordance with Article 7 or may be granted leave without pay.

11 D. In the application of any of the foregoing provisions. When a holiday or regular  
12 day off falls within the prescribed period of absence, it shall not be charged against the employee's  
13 sick leave account nor bereavement leave credit.

14 E. For the purposes of this Section, a member of the immediate family is as follows:  
15 spouse, domestic partner, grandparent, parent, child, sibling, child-in-law, parent-in-law, grandchild  
16 of the employee, employee's spouse or employee's domestic partner.

17 **Section 4. Leave - Examinations:** Employees eligible for paid leaves shall be entitled to  
18 necessary time off with pay for the purpose of participating in County qualifying or promotional  
19 examinations. This shall include time required to complete any required interviews.

20 **Section 5. Jury Duty:**

21 A. Employees eligible for paid leaves who are ordered on a jury shall be entitled to  
22 their regular County pay; provided, that fees for such jury duty are deposited, exclusive of mileage,  
23 with the Finance and Business Operations Division of the Department of Executive Services.  
24 Employees shall report back to their supervisor when dismissed from jury service.

25 B. There shall be a one (1) day schedule adjustment provided that employees must  
26 notify management at least two (2) weeks in advance of serving on jury duty in order to allow their  
27 schedule to be adjusted if the jury duty would require the employee to serve on their regularly  
28 scheduled day off.

1           **Section 6. School Volunteer:** Employees eligible for paid leaves shall be allowed the use of  
2 up to three (3) days of sick leave each year to allow employees to perform volunteer services at the  
3 school attended by the employee's child in accordance with Chapter 3.12 of the K.C.C.

4 **ARTICLE 10: HOURS OF WORK AND OVERTIME**

5           **Section 1. Standard Work Period:** Except as otherwise provided in this article, the standard  
6 bi-weekly work period shall consist of eighty (80) hours, with a standard workday of eight (8) hours,  
7 and two (2) consecutive days off each week (employees in the classifications of Detention Officer,  
8 Cook/Baker, Cook/Baker - Lead and Health Care Assistants shall have a thirty (30) minute lunch  
9 break per shift, during which time the employee shall remain available for duty).

10           **Section 2. Employees Eligible to Work a Seventy-Two (72) Hour Work Week:** Employees  
11 working a bi-weekly schedule of seventy-two (72) hours as of the final ratification of this contract,  
12 are eligible to retain this option. For these employees, the normal workday shall be eight (8) hours  
13 (employees in the classifications of Detention Officer, Cook/Baker, Cook/Baker - Lead and Health  
14 Care Assistants shall have a thirty (30) minute lunch break per shift, during which time the employee  
15 shall remain available for duty). Scheduled days off shall be two (2) consecutive days one (1) week  
16 and three (3) consecutive days in the next week. Provided, that any individual employee may opt  
17 instead to work a standard bi-weekly work period of eighty (80) hours, with a normal workday of  
18 eight (8) hours, and two (2) consecutive days off each week. Employees who exercise this option  
19 will no longer be eligible to return to a seventy-two (72) hour bi-weekly work schedule.

20           **Section 3. Alternatives to Secure Detention ("ASD") Section Schedule:** For Community  
21 Surveillance Officers in the ASD section, the standard workday shall consist of eight and one-half  
22 hours (8-1/2) hours, with a half hour unpaid meal break. The parties agree that this schedule may be  
23 re-opened for negotiation one year after the final ratification of this Agreement, upon a showing that  
24 the workload has not allowed for a half-hour meal period.

25           **Section 4.** The parties agree that alternate work schedules may be utilized that are mutually  
26 agreed upon in writing by the employee and the Juvenile Detention Division Director/designee.

27           **Section 5.**

28           **A. Weekly Overtime:** Except as otherwise provided in this Article, employees shall



1 be paid at an overtime rate of one and one half (1.5) their regular rate of pay for all compensable  
2 hours worked in excess of forty (40) hours per week.

3 **B. Daily Overtime:** Full time employees shall be paid at an overtime rate of one and  
4 one half (1.5) their regular rate of pay for actual hours worked in excess of their regularly scheduled  
5 shift as long as the extra hours are performed consecutively (immediately before or after, with no  
6 break in time) to the work shift and the employee has worked his or her regularly scheduled shift as  
7 one of the two consecutive shifts.

8 **C. Sick leave shall not be included for the purposes of determining whether the**  
9 overtime thresholds have been met.

10 **Section 6.** Normally, overtime work shall require prior-approval of the individual's  
11 supervisor; however, overtime work may be approved after it is performed, provided the Juvenile  
12 Detention Division Director/designee determines sufficient justification is made. Attendance for  
13 assigned overtime shifts shall be subject to the same rules as attendance at an employee's regular  
14 shift; employees must call in to be excused pursuant to the same rules for excuse from a regular shift;  
15 failure to appear shall be subject to counseling and/or discipline according to regular shift attendance  
16 rules.

17 **Section 7.** An employee may request, and with approval of the Manager or designee, may  
18 receive time off in lieu of overtime pay. Such time to be on a time and one half (1.5X) basis.  
19 Provided further in a short week, if a non-detention employee or an employee not on a time clock,  
20 elects compensatory time in lieu of straight time pay for hours worked in excess of thirty-two (32) but  
21 less than forty (40), such compensatory time shall be earned at time and one-half (1.5X).

22 **Section 8.** A minimum of four (4) hours at the overtime rate shall be paid for each call-out.  
23 Where such overtime exceeds four (4) hours, the actual hours worked shall be compensated at  
24 overtime rates. Call-out shall be defined as that circumstance when an employee, having completed  
25 the assigned shift and departed the premises, is requested by the County to return to work. Time  
26 actually spent at the workplace shall be compensated for in accordance with this Section. The  
27 provisions of this Section shall not apply to meeting and training sessions requiring a return to work.

28 **Section 9. Mandatory Training or Mandatory Meetings:** Regular full-time employees who

1 are required by management to attend training sessions for meetings shall be paid overtime on an  
2 hour for hour basis with a minimum of two (2) hours at the overtime rate paid, if such training or  
3 mandatory meetings fall outside of their scheduled work shift.

4 **ARTICLE 11: WORK-OUT-OF-CLASSIFICATION**

5 **Section 1.** All work outside of classification and alternate assignments shall be assigned in  
6 writing by the Director of DAJD or designee prior to the work being performed.

7 **Section 2. Alternate Assignments:**

8 **A.** Alternate assignments are time limited assignments. These assignments may be  
9 assigned either within or outside of an individual's current classification. The purpose of alternate  
10 assignments is to temporarily fill vacancies created by the following circumstances:

- 11 1. Special project work
- 12 2. Backfill for project work
- 13 3. Backfill for long term medical absences caused by illness/injury
- 14 4. Backfill for a vacancy during a hiring process

15 **B. Duration:** The duration of alternate assignments shall be as follows:

- 16 1. Special Project work: Maximum of the duration of the Special Project
- 17 2. Backfill for Special Project: Maximum of six (6) months
- 18 3. Medical backfill: Maximum of six (6) months
- 19 4. Vacancy during hiring process: Maximum of six (6) months

20 **C. Recruitment for Alternate Assignments:**

21 1. The County will circulate among all staff a description of the nature of the  
22 alternate assignment, the duration of the assignment, the applicable salary level, and desirable  
23 qualifications. Interested candidates will be invited to apply to the appointing authority.

24 2. The nature of the application, and the selection process will be determined  
25 by the County.

26 3. The appointing authority will make the final decision.

27 **D. Performance Evaluation of Alternate Assignment Employees:** Evaluations  
28 shall be conducted every three (3) months for employees who work the assignments.

1           **E. Compensation:** Employees who work an alternate assignment shall be  
2 compensated in accordance with the King County Personnel Guidelines.

3                   1. Employees who work an alternate assignment within their current  
4 classification or in a classification where the same pay range is the same as their current classification  
5 will receive no additional compensation.

6                   2. Employees who work an alternate assignment outside of their normal  
7 classification where the pay range is greater than their current classification will receive a five  
8 percent (5%) increase or Step 1 of the new classification, whichever is greater.

9                   3. Employees who work an alternate assignment outside of their normal  
10 classification where the pay range is less than their current classification will receive their normal rate  
11 of pay for the duration of the alternate assignment.

12           **F. Seniority:** Employees who work alternate assignments shall accrue seniority only  
13 within their regular classification.

14 **ARTICLE 12: REDUCTION IN FORCE**

15           **Section 1.** Regular employees selected for layoff as a result of efficiencies, lack of funds  
16 and/or a lack of work shall be laid off according to seniority in classification.

17           **Seniority Tie-Breaker:** In the event there are two or more regular employees within  
18 the Juvenile Detention Division of DAJD with the same classification, title and seniority, the layoff  
19 shall be based upon total DAJD Juvenile Detention Division seniority, which shall include seniority  
20 accrued within the former Department of Youth Services. If Juvenile Detention Division seniority is  
21 tied, then the County will decide.

22           **Section 2.** An employee designated for layoff within a specific classification may move to  
23 another unit or position within that classification based on their seniority in the classification. Where  
24 multiple staff occupy the same unit, shift, or days off, the least senior staff person within the group  
25 will be displaced. If there is no position within classification to which the employee can move, the  
26 employee may select a position in a job classification previously worked at the agency, based on total  
27 agency seniority, provided:

28           A. That any required probation period was satisfactorily completed; and,

1           **B.** The demonstrated job performance in the former classification was at acceptable  
2 standards.

3           **Section 3.** Employees subsequently displaced as a result of the selection made by the laid off  
4 employee, may in turn exercise their lay-off rights as described above.

5           In event an employee does not submit a position selection, the employee will be  
6 placed in the last remaining slot after all selections have been made.

7           **Section 4. Seniority Calculation:** For the purposes of this Agreement, seniority shall be  
8 defined as length of continuous regular service without a break in that service. Classification  
9 seniority shall include seniority accrued within the current job class while employed by the former  
10 Department of Youth Services.

11           **A.** Calculation of seniority will be based on service date within classification. The  
12 service date is adjusted for unpaid leaves of absence that exceed 30 calendar days, unless otherwise  
13 required by law.

14           **B.** Part-time regular employees will accrue seniority, based on a prorated formula in  
15 accordance with the number of hours worked during the calendar year, not to exceed a full-time  
16 accrual rate.

17           **C.** No employee shall lose seniority due to an absence caused by an on-the-job injury  
18 and otherwise as provided by law (i.e. military leave).

19           **Section 5. Re-call Rights:** Regular employees laid off or bumped due to lack of work or lack  
20 of funds shall have re-employment rights to the same kind and level of position held at the time of  
21 layoff if such a position becomes available within two (2) years from the date of layoff. Laid-off  
22 regular employees shall have recall rights to any vacant position within their classification. In such  
23 cases, the seniority status accrued at the time of layoff shall be reinstated when the employee returns  
24 to regular employment with the Juvenile Detention Division of DAJD.

25           **Section 6. Cash Out Upon Layoff:** Regular employees shall be paid in cash upon layoff  
26 from County employment for any vacation accrued or may elect to retain their accrued vacation for  
27 one (1) year to be restored to the employee when recalled to work. If the employee is not recalled  
28 within one (1) year, a cash payment shall be made for the accrued amount.

1 **ARTICLE 13: GRIEVANCE PROCEDURE**

2       **Section 1. Statement of Purpose:** The Guild and County recognize the importance and  
3 desirability of settling grievances promptly and fairly in the interest of continued good employee  
4 relations and morale. To accomplish this, every effort will be made to settle grievances at the lowest  
5 level of supervision. Employees will be unimpeded and free from restraint, interference, coercion,  
6 discrimination or reprisal in seeking adjudication of their grievances.

7       **Section 2. Definitions and Conditions:**

8           **A. Grievance:** A grievance is an allegation made by an employee that the County  
9 has not correctly applied the written provisions of this Agreement. Only an aggrieved employee may  
10 file a grievance at Step 1; except, the Guild representative/designee may file a grievance on behalf of  
11 an employee in the event that a provision of Article 12 is allegedly violated. An employee must file a  
12 grievance within fourteen (14) calendar days of the event or knowledge of the event. Temporary,  
13 provisional, term-limited temporary and probationary employees may not grieve a termination.

14           **B. Class Action Grievance:** A class-action grievance is an allegation made by the  
15 Guild that the County has not correctly applied the written provisions of the Agreement. Only the  
16 Guild representative/designee may file a grievance form at Step 2 on behalf of affected employees.  
17 The Guild representative/designee must file the grievance form within fourteen (14) calendar days of  
18 the event or knowledge of the event.

19           **C. Grievance Form:** A grievance form is a mutually agreed document between the  
20 parties that will include, but is not limited to, the following information: date the grievance was filed  
21 by the employee, date the grievance is received by the supervisor/designee, nature of the grievance,  
22 when the event occurred, who is affected, identification of the provisions of the Agreement that  
23 apply, and the remedy sought. An incident report form may substitute for a grievance form if the  
24 grievance alleges that a post assignment violates an express term of this Agreement, provided that all  
25 other provisions of this grievance procedure apply to such grievances.

26       **Section 3. Grievance Steps:** An employee must file a grievance form, as provided under  
27 Section 2-A and C, with the Juvenile Division Director/designee and provide a copy to his/her elected  
28 Guild area representative/designee. The Juvenile Division Director/designee shall direct the

1 grievance to the appropriate decision maker, as follows:

2 **A. Step 1:**

3 1. A Step 1 grievance is addressed by the Chief/Manager or designee. A  
4 Step 1 grievance will automatically be waived to Step 2 if it addresses an issue that is above the  
5 supervisor's level of authority. A Step 1 grievance may not be delegated to an acting supervisor who  
6 is a member of the Guild.

7 2. The Chief/Manager or designee will have thirty (30) calendar days from  
8 receipt of the timely filed written grievance in which to meet with the employee and the elected Guild  
9 area representative or Guild president/designee and provide a written response. A copy of the written  
10 response will be provided to the meeting attendees, the Guild's judicial officer and the employee's  
11 Division Director.

12 3. If the written response does not resolve the grievance, the Guild  
13 representative/designee has thirty (30) calendar days in which to submit a written request to the  
14 employee's Division Director/designee for a Step 2 meeting.

15 4. The employee must decide whether he/she will pursue his/her grievance  
16 through the grievance process under the Personnel Guidelines prior to a request for a Step 2 meeting.  
17 If the employee pursues his/her grievance under the Guidelines, it will be withdrawn from this  
18 grievance process.

19 **B. Step 2:**

20 1. The Division Director/designee will have thirty (30) calendar days from  
21 receipt of the timely written request for a Step 2 meeting in which to meet with the employee and the  
22 elected Guild area representative and/or Guild president/designee and provide a written response. A  
23 copy of the written response will be provided to the meeting attendees, the Guild's designated  
24 representative and the Director of DAJD. A Step 2 grievance will automatically be waived to Step 3  
25 if it addresses an issue that is above the Division Director's level of authority.

26 2. Class action grievances may be filed as provided under Section 2.B. The  
27 meeting will only be with the Guild representative/designee and Guild president/designee. A copy of  
28 the written response will be provided to the meeting attendees, the Guild's judicial officer and

1 Director of DAJD.

2 3. If the written response does not resolve the grievance, whether such  
3 grievance is filed by an employee or is class action, the Guild representative/designee has thirty (30)  
4 calendar days in which to submit a written request for a Step 3 meeting to the Director of DAJD or  
5 designee.

6 Should the County fail to meet the timelines as noted in Step 1 or Step 2, the grievance will  
7 automatically proceed to the next step in the grievance process. Should the grieving party or the  
8 Guild fail to meet the timelines as noted in Step 1 or Step 2, the grievance will be considered  
9 resolved.

10 **C. Step 3:**

11 1. The Director of DAJD or designee will have thirty (30) calendar days from  
12 the receipt of the timely written request for a Step 3 meeting in which to meet with the employee  
13 (unless it is a class action grievance), Guild representative/designee and Guild president/designee and  
14 provide a written response. A copy of the written response will be provided to the meeting attendees,  
15 the Guild's judicial officer and the Labor Negotiator in the Office of Labor Relations.

16 2. If the written response does not resolve the grievance, the Guild  
17 representative/designee has thirty (30) calendar days in which to submit a written request for a Step 4  
18 meeting to the Labor Negotiator in the Office of Labor Relations.

19 **D. Step 4:**

20 1. The Labor Negotiator will have thirty (30) calendar days from the receipt of  
21 the timely written request for a Step 4 meeting in which to meet with the employee (unless it is a  
22 class action grievance), Guild representative/designee and Guild president/designee and provide a  
23 written response.

24 2. If the written response does not resolve the grievance, the Guild  
25 representative/designee has thirty (30) calendar days from the written response in which to submit a  
26 written request to the Labor Relations Director of the Office of Labor Relations/designee, advancing  
27 the grievance to arbitration.

28 **Section 4. Arbitration:**

1           A. In the event that arbitration is timely requested, the parties will meet to select an  
2 arbitrator. If they are unable to select an arbitrator, they will request from the American Arbitration  
3 Association (AAA), or other agreed-upon service, a list of five (5) arbitrators. The Guild will have  
4 the first opportunity to strike from the list furnished by AAA.

5           B. An arbitrator will have no authority to make a decision or issue a remedy that  
6 changes, alters, detracts from or adds to the Agreement. The arbitrator will only have the authority to  
7 decide whether the County had or had not correctly applied the written provisions of the Agreement  
8 and to award a remedy based on the written provisions of the Agreement.

9           C. The arbitrator's fee and expenses will be paid equally by the parties. Each party  
10 shall bear the cost of any witnesses appearing on the party's behalf. Each party shall bear the cost of  
11 preparation and presentation of the matter and all costs associated with the hiring/retaining of  
12 attorneys in presenting the party's case.

13           D. No matter may be arbitrated which the County has no authority over and/or has no  
14 authority to change, or has been processed under dispute resolution procedures not provided under  
15 the Agreement.

16           E. The arbitration hearing will be conducted under the rules and regulations set forth  
17 by the AAA.

18           Section 5. Timelines and Forfeiture: Timelines may be extended by mutual written  
19 agreement or as otherwise agreed to by the parties.

20           Section 6. Alternative Dispute Resolutions:

21           A. **Unfair Labor Practice:** The parties agree that thirty (30) days prior to filing an  
22 unfair labor practice charge with the PERC, the complaining party will notify the other party, in  
23 writing, meet, and attempt to resolve the matter unless the deadline for filing with the PERC would  
24 otherwise pass or the complaining party is seeking a temporary restraining order as relief.

25           B. **Mediation:** Either party may request mediation following a Step 3 response that  
26 does not resolve the grievance. Should both parties agree they will meet with a mediator and try to  
27 resolve the grievance. In the event that the grievance is not resolved, the Guild will have thirty (30)  
28 calendar days from the close of the mediation session in which to submit a written request for



1 arbitration to the Labor Relations Director of the Office of Labor Relations/designee.

2 **ARTICLE 14: NON-DISCRIMINATION**

3 The County or the Guild shall not unlawfully discriminate against any employee with respect  
4 to compensation, terms, conditions or privileges of employment because of race, color, creed,  
5 religion, national origin, age, sex, sexual orientation, marital status, physical, mental or sensory  
6 disability.

7 **ARTICLE 15: POSITION OPENINGS AND SHIFT/FURLOUGH BIDDING**

8 **Section 1. Shift and Furlough Bids:** Employees may bid for shift and furlough assignments.

9 **A. Annual bidding:** Shift and furlough assignments shall be made based on seniority  
10 within classification on an annual basis during first quarter of each calendar year. After the annual  
11 shift and furlough bidding process is complete, a one-time seniority bid will be conducted for  
12 employees to submit bids for transfer to an open shift and furlough left vacant from the annual  
13 bidding.

14 **B. Open Bidding:** After the annual bidding process, including the one-time bid,  
15 employees may submit bids at any time for shift and furlough vacancies that may occur in the future.  
16 Open bids shall be assigned based on seniority at the time a position is filled by the Department.

17 **Section 2. Bid Process:**

18 **A. Annual rotation:** Employees must submit bids for annual rotation on the  
19 approved form within the timelines established by the Department. Each bid must indicate the  
20 desired shift and days off.

21 **B. One-time bid:** Employees must submit bids for the one-time bid that occurs after  
22 the annual rotation within the timelines established by the Department. Each bid must indicate the  
23 desired shift and days off.

24 **C. Open Bidding:** Bids must be on file prior to the initial position (shift/furlough) in  
25 a sequence becoming vacant in order to be considered for that position or any subsequent opening,  
26 which may occur as a result of that vacancy. For the purpose of this Section, the date of the initial  
27 position becoming vacant means the date a resignation letter or a termination form is received and  
28 date/time stamped by DAJD Juvenile Detention Division; at the time a new job offer is accepted on a

1 promotion; at the time a transfer request is approved; or at the time the termination/demotion of an  
2 employee is formalized in writing by the Juvenile Detention Division Manager or designee.

3 **Section 3. General Provisions:**

4 A. Employees must accept shift/furlough assignments when offered as a result of bid.  
5 If the employee refuses, the employee's name will be removed from bid system for six (6) months.

6 B. Employees serving a probationary period due to being reinstated within two (2)  
7 years after a medical termination or layoff may participate in the bid system. All other employees on  
8 probationary status and all employees on written performance improvement plans may not participate  
9 in the bid system.

10 C. Employees may not change shifts/furlough as a result of job bid requests more  
11 than once in a twelve (12) month period.

12 D. When a shift/furlough slot is accepted or rejected by the employee as a result of a  
13 bid, all other bids the employee has on file are canceled. Bids may be resubmitted when the  
14 employee again becomes eligible.

15 E. Once bids are on file they remain on file until the next Annual bid, unless canceled  
16 by the employee or canceled subject to Paragraph D in this section.

17 **Section 4. Hiring Decisions Not Grievable:** Hiring decisions shall be the sole province of  
18 management and as such are not grievable under the terms of this Agreement.

19 **Section 5.** Consistent with King County Personnel Guidelines, regular employees promoted  
20 who do not complete their probationary period shall have a right to return to the job slot previously  
21 held if still vacant or to a vacant position in the same classification within full seniority rights.

22 **ARTICLE 16: WORK STOPPAGES AND EMPLOYER PROTECTION**

23 **Section 1. No Work Stoppages:** The County and the Guild agree that the public interest  
24 requires efficient and uninterrupted performance of County services and to this end pledge their best  
25 efforts to avoid or eliminate any conduct contrary to this objective. Specifically, the Guild shall not  
26 cause or condone any work stoppage, including any strike, slowdown, or refusal to perform any  
27 customarily assigned duties, sick leave absence which is not bona fide, or other interference with  
28 County functions by employees under this Agreement and, should same occur, the Guild agrees to

1 take appropriate steps to end such interference. Any concerted action by employees shall be deemed  
2 a work stoppage if any of the above activities have occurred.

3 **Section 2. Guild's Responsibilities:** Upon notification in writing by the County to the Guild  
4 that any of its members are engaged in work stoppage, the Guild shall immediately, in writing, order  
5 such members to immediately cease engaging in such work stoppage and provide the County with a  
6 copy of such order. In addition, if requested by the County, a responsible official of the Guild shall  
7 publicly order such employees to cease engaging in such a work stoppage.

8 **Section 3. Disciplinary Action:** Any employee who commits any act prohibited in this  
9 Section will be subject to the following action or penalties:

10 A. Discharge.

11 B. Suspension or other disciplinary action as may be applicable to such employee.

## 12 **ARTICLE 17: TEMPORARY EMPLOYEES**

13 **Section 1.** The starting times, work schedules and work location for temporary employees  
14 shall be determined by the employer.

15 **Section 2.** Temporary employees shall not accrue seniority. However, provided there is no  
16 break in service, temporary employees who are subsequently hired as regular employees shall be able  
17 to apply fifty percent (50%) of straight-time hours worked in temporary positions toward the  
18 probationary period required of all new regular employees. Credit for hours worked shall be rounded  
19 to the nearest half month. Example: Employee works 800 hours immediately preceding appointment  
20 to regular position. The probation period is reduced from twelve (12) months to nine and one-half  
21 (9-1/2) months.

22 **Section 3.** Temporary employees, except term-limited temporary, shall not be eligible to  
23 receive insured benefits or paid leaves. However, temporary employees who have worked in excess  
24 of 936 straight time hours in a year shall receive compensation in lieu of leave benefits at the rate of  
25 15% of the gross pay for all hours worked, paid retroactive to the first hour of employment, and for  
26 each hour worked thereafter. The employee will also receive a one-time only payment in an amount  
27 equal to the direct cost of three months of insured benefit, as determined by Human Resources  
28 Division of the Department of Executive Services, and, in lieu of insured benefits, an amount equal to

1 the direct cost to the County for each employee for whom insured benefits are provided, prorated to  
2 reflect the affected employee's normal work week, for each hour worked thereafter. Such additional  
3 compensation shall continue until termination of employment or hire into a full-time regular, part-  
4 time regular or term-limited temporary position. Further, employees receiving pay in lieu of insured  
5 benefits may elect to receive the medical component of the insured benefit plan, with the cost to be  
6 deducted from their gross pay; provided, that an employee who so elects shall remain in the selected  
7 plan until termination of employment, hire into a full-time regular, part-time regular, or term-limited  
8 temporary position, or service of an appropriate notice of change or cancellation during the employee  
9 benefits annual open-enrollment.

10 **Section 4. Overtime:** Temporary employees shall be compensated at one and one-half times  
11 the regular hourly rate of pay for all hours worked in excess of 40 hours in a work week. The work  
12 week is defined as Sunday through Saturday.

13 **ARTICLE 18: TIME, SPACE AND PROPERTY**

14 **Section 1. Work Time:** Work time shall not be used for Guild business, except as authorized  
15 by the Director of DAJD/designee for those Guild officers necessary for the processing of grievances  
16 or handling representational responsibilities.

17 **Section 2. Leave Of Absence:** An employee elected or appointed to office in the Guild  
18 which requires a part or all of his/her time may be given leave of absence without pay upon  
19 application and approval of the Director of DAJD/designee.

20 **Section 3. Facilities:** DAJD space and facilities may be used by the Guild for the purpose of  
21 holding meetings subject to the established policies governing the use of facilities.

22 **Section 4. Material:** DAJD supplies and equipment shall not be used in performing any  
23 function related to the activities of the Guild.

24 **ARTICLE 19: MEDICAL, DENTAL AND LIFE PLAN**

25 The County will provide medical, dental, life, disability, and vision benefits for regular,  
26 probationary, provisional and term-limited temporary employees and their eligible dependents as  
27 determined by the Joint Labor-Management Insurance Committee or its successor.

1 **ARTICLE 20: SAVINGS CLAUSE**

2           Should any part hereof or any provision in this Agreement be rendered or declared invalid by  
3 reason of any existing or subsequently enacted legislation or by any decree of a court of competent  
4 jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the  
5 remaining portions hereof; provided, however, upon such invalidation the parties agree to meet  
6 within thirty (30) calendar days and negotiate such parts or provisions affected. The remaining parts  
7 or provisions of this Agreement shall remain in full force and effect.

8 **ARTICLE 21: WAGE RATES**

9           **Section 1. Pay Ranges:** Pay ranges and pay range assignments for each classification is set  
10 forth in Addendum A.

11           **Section 2. Step Increases:**

12           A. Notwithstanding the (twelve) 12-month probationary period, employees shall be  
13 advanced to the next step upon satisfactory completion of the first six (6) months of employment.

14           B. Annual step increases will be given after the first increase described in  
15 Section 2.A, if the employee's work performance and work habits are satisfactory, and until such  
16 time that the employee has reached Step 10. An increase beyond Step 2 is permissive and may be  
17 given at the discretion of the Division Director.

18           **Section 3. COLA:** Effective January 1, 2011, wage rates in effect on December 31 of the  
19 previous year shall remain as represented in Addendum A and consistent with the 2010 King County  
20 Standardized Salary Schedule as represented by the 2011 King County Standardized Salary Schedule.

21           January 1, 2012, wage rates in effect on December 31, 2011 shall be increased by ninety  
22 percent (90%) of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area  
23 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous  
24 year to June of the current year). Zero floor and no ceiling.

25           **Section 4. Economic and Fiscal Conditions Reopener.** The parties agree when significant  
26 shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to  
27 reopen negotiations for COLA when triggered by either an increase in the King County  
28 unemployment rate of more than 2 percentage points compared with the previous year or a decline of

1 more than 7%, in County retail sales as determined by comparing current year to previous year. Data  
2 will be derived from Washington State Department of Revenue. By no later than July 30th of each  
3 year of this agreement, the county will assess whether the economic measurements listed above  
4 trigger contract reopeners on COLA for the subsequent year.

5 **Section 5. FTO Program:** Employees trained and assigned to perform as a field training  
6 officer (or "FTO") shall be eligible for a 5% premium for time worked as a field training officer.  
7 Field training officers will be selected by an open and competitive process. Management has sole  
8 discretion to determine the number of field training officers to be selected.

9 **ARTICLE 22: MISCELLANEOUS**

10 **Section 1. Language Premium:** Employees who translate a language in the work place  
11 identified by management as a language for which translation activity is necessary shall be paid five  
12 hundred dollars (\$500) per year. The stipend shall be paid to eligible employees per pay period on a  
13 pro-rated basis. Eligible employees shall be required to pass a language proficiency test administered  
14 by the County. The employer retains the discretion to determine the number of employees that may  
15 qualify for the premium.

16 **Section 2. Educational Reimbursement:** The Employer agrees to reimburse employees for  
17 the cost of tuition and books when courses are taken at an accredited institution, provided that such  
18 courses are related to the field of criminal justice and the employee receives a grade of "C" or better.  
19 This reimbursement is limited to employees who have successfully passed their initial probationary  
20 period at the time of requesting pre-approval.

21 **Section 3. Limited Duty:** Employees who are injured and temporarily disabled may be  
22 allowed to work in a "transitional duty" status for a period consistent with DAJD policy (generally up  
23 to six (6) months), provided there is an assignment available which meets the employee's restrictions.  
24 Transitional duty shall consist of "restricted duty" and "alternative duty". Restricted duty consists of  
25 the short-term elimination of job functions the employee is unable to perform due to temporary  
26 medical restrictions. Alternative duty consists of duties that are not part of the employee's regular  
27 body of work. The County's Transitional Duty and Job Accommodation Policies shall apply to Guild  
28 members to the same extent as other employees who fall under the policies in the Department of

1 Adult and Juvenile Detention.

2       **Section 4. Probationary Period:** New, recalled, and reinstated career service employees serve  
3 a probationary period from the date of their appointment. The probationary period shall last twelve (12)  
4 months, but may be extended in accordance with King County Personnel Guidelines, except that  
5 employees who have previously passed probation, and are reinstated within two years after a medical  
6 termination or a layoff will serve a six (6) month probationary period. During this period, the employee is  
7 evaluated as a part of the final selection process; appointment to a career service position is not  
8 considered final unless the employee successfully completes a probationary period. Career service  
9 employees who are promoted, transferred, or demoted serve a probationary period from the date of their  
10 change in status. Employees in a probationary status are not "regular employees" for purposes of the just  
11 cause provisions in Article 5 of this Agreement.

12       **Section 5. Tardiness:** The County's policy regarding allowable and disciplinable amounts of  
13 tardiness in a year shall be changed to utilize a rolling (twelve) 12-month period, rather than a  
14 calendar year.

15       **Section 6. Uniform Stipend:** The County will provide a stipend for uniforms consistent with  
16 the existing Detention Division uniform policy.

17       **Section 7. Code of Conduct:** The Guild agrees to the County's implementation of the same  
18 Code of Conduct as is enforced in King County's adult correctional facility(ies).

19       **Section 8. Biweekly pay:** The right to define and implement a new biweekly payroll system  
20 is vested exclusively in the County. The parties recognize the County's exclusive right to make  
21 changes necessary to implement such payroll system. The effects of implementing a biweekly  
22 payroll system shall be as addressed in Addendum B.

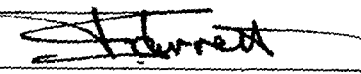

23       **Section 9. Standardized Pay Practices:** The parties agree the County has the right to  
24 implement a common biweekly payroll system that will standardize pay practices and Fair Labor  
25 Standards Act work weeks. The parties agree that applicable provisions of the collective bargaining  
26 agreement may be re-opened at any time during the life of this agreement by the County for the  
27 purpose of negotiating these standardized pay practices, to the extent required by law.

1 **ARTICLE 23: DURATION**

2 This Agreement shall become effective upon full and final ratification and approval by all  
3 formal requisite means by the Metropolitan King County Council and the King County Executive and  
4 shall be in effect January 1, 2011 through December 31, 2012.

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APPROVED this 28 day of June, 2012.

By:   
 King County Executive

King County Juvenile Detention Guild:

 5-16-12

Russell Hairston  
President  
King County Juvenile Detention Guild



2 **ADDENDUM A**  
 3 **KING COUNTY JUVENILE DETENTION GUILD**  
 4 **Juvenile Detention Division Employees**

5

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range*
4200100	421108	Administrative Office Assistant	29
4201100	421212	Administrative Specialist I	33
4201200	421316	Administrative Specialist II	37
4201300	421408	Administrative Specialist III	41
2211200	221604	Inventory Purchasing Specialist II	46
3421100	341202	Health Care Assistant	34
3500200	351203	Recreation Coordinator	49
5210200	521102	Community Surveillance Officer	45
9502100	951101	Juvenile Facility Cook - Helper	24
9502300	951301	Juvenile Facility Cook/Baker - Lead	44
9502200	951201	Juvenile Facility Cook/Baker	40
5212100	521301	Community Corrections Placement Specialist	53
5217100	521701	Orientation and Assessment Specialist	53
5245100	524702	Training Coordinator	53
5242200	524210	Volunteer Coordinator	56
5213100	521401	Detention Officer	45

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\* Employees' hourly rate will be that rate represented on the King County Standardized Salary Schedule using the 40-hour rate line. Salaries are calculated using that 40 hour rate line multiplied by the number of hours actually worked.

1 **ADDENDUM B**

2 **Transition to Bi-Weekly Payroll**

3  
4 **Section 1. Transition to Biweekly Pay.** The parties, King County and the King County  
5 Juvenile Detention Guild, agree as follows:

6 1. The County provided timely notice to the Guild of its intent to implement a bi-  
7 weekly payroll schedule for employees represented by the Guild who are currently paid on a semi-  
8 monthly schedule.

9 2. As provided in this collective bargaining agreement, the County is entitled to  
10 implement a biweekly payroll schedule for employees represented by the Guild. The affected  
11 employees are members of the King County Juvenile Detention Guild bargaining unit.

12 3. The parties acknowledge that, as a result of transitioning the administration of  
13 payroll to PeopleSoft biweekly, penny variances due to mathematical rounding in earnings from  
14 projects, union deductions, and tax withholdings and other calculated payroll figures may occur.

15 4. The parties acknowledge that these variances occur both in favor of the bargaining  
16 unit member and in favor of the County. These variances, which may occur as a result of the  
17 transition to PeopleSoft biweekly actual hours pay, are considered by the parties to be de minimis and  
18 to occur in an equitable manner, where either party gains or pays more than they are entitled or  
19 obligated to pay.

20 5. When a County officer or employee's payroll is transitioning from a semi-monthly  
21 pay cycle to a biweekly pay cycle, the executive is authorized to allow County officers and  
22 employees the option to elect to receive a transition payment, as set forth in Ordinance 16818, section  
23 3, if they meet the qualifications set forth in subsection 2 B.

24 6. County officers and employees who meet the following qualifications, on the cut-  
25 off date(s) selected by the county administrative officer are eligible to elect a transition payment.

26 Eligible county officers and employees are those who:

27 a. Are eligible for leave and insured benefits as provided for in K.C.C.  
28 3.12.040;

- 1                   b. Are not serving a probationary period;  
2                   c. Are in a paid status;  
3                   d. Are employed in a position that is scheduled to be funded and filled for  
4 approximately one year after the date or dates selected by the county administrative officer;  
5                   e. Have elected to receive the transition payment by the cut-off date or dates  
6 selected by the county administrative officer; and  
7                   f. Have agreed and, if applicable, whose spouse or state registered domestic  
8 partner have agreed, in writing, to repay the County for the amount of the transition payment as set  
9 forth in Ordinance 16818, section 4.

10                 7. The amount of the transition payment for an eligible employee shall be equivalent  
11 to the dollar amount reached by multiplying the employee's base rate of pay by the number of  
12 standard work hours in one work week, not inclusive of overtime. In calculating the transition  
13 payment, an employee's base rate of pay excludes any type of premium pay. Excluded premium  
14 payments include but are not limited to payments for shift differential, certification, merit, or any  
15 other type of additional pay.

16                 8. Employees who elect to receive the transition check must request it by completing  
17 and submitting the designated forms no later than the cut-off date to be established by the County for  
18 such designation. Repayment of the transition amount shall be made to the County no later than the  
19 end of the fiscal year within which the transition amount was paid.

20                 9. If an employee separates from County employment prior to returning the full  
21 transition check amount, the outstanding balance shall be paid in full by the following methods:

22                   a. The remainder may be deducted from the employee's final paycheck owed  
23 to the employee when he/she leaves employment; and if further payment is owed, then by,

24                   b. A deduction from any other payment owed to the employee; and if further  
25 payment is owed, then by,

26                   c. A payment directly to the county by the employee or, if applicable, his/her  
27 spouse or state registered domestic partner.

28                 If the deductions or payments under this section do not pay the full outstanding

1 balance, the county reserves the right to refer any unpaid amount to a collection agency or to pursue  
2 other legal means for repayment.

3           10. The County agrees to provide briefings on the progress of the transition to Guild  
4 representatives at least once a month in the three (3) months preceding the transition and to provide  
5 ongoing education to employees as the transition plan approaches implementation.

6           11. The Guild acknowledges that the County has fulfilled its obligation to bargain the  
7 effects of implementation of the biweekly pay with the execution of this Agreement.

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King County

## Checklist and Summary of Changes for the attached Collective Bargaining Agreement

<b>Name of Agreement</b>
King County Juvenile Detention Guild (Department of Adult and Juvenile Detention - Juvenile Detention)
<b>Labor Negotiator</b>
Rob Sprague

<b><i>Prosecuting Attorney's Review</i></b>	<b>Yes</b>
<b><i>Document Tracking System Routing Form; Motion or Ordinance</i></b>	<b>Yes</b>
<b><i>Executive Letter</i></b>	<b>Yes</b>
<b><i>Fiscal Note</i></b>	<b>Yes</b>
<b><i>Six Point Summary</i></b>	<b>Yes</b>
<b><i>King County Council Adopted Labor Policies Contract Summary</i></b>	<b>Yes</b>
<b><i>Ordinance</i></b>	<b>Yes</b>
<b><i>Original Signed Agreement(s)</i></b>	<b>Yes</b>
<b><i>Does transmittal include MOU/MOA?</i></b>	<b>No</b>

<b><i>Six Point Summary of changes to the attached agreement:</i></b>
1. This is a two-year agreement effective from January 1, 2011, through December 31, 2012.
2. The agreement provides for a zero cost-of-living adjustment (COLA) in 2011.
3. The agreement provides a COLA calculation for 2012 based on the average annual growth of the local consumer price index, consistent with the agreements with other County Unions.
4. The agreement provides for a COLA reopener based on measured significant shifts in economic and fiscal conditions if they occur during the term of this agreement.
5.
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**KING COUNTY COUNCIL  
ADOPTED LABOR POLICIES  
CONTRACT SUMMARY**

**CONTRACT:** King County Juvenile Detention Guild (Department of Adult and Juvenile Detention - Juvenile Detention)

**TERM OF CONTRACT:** January 1, 2011, through December 31, 2012

**DESCRIPTION OF WORK PERFORMED BY BARGAINING UNIT MEMBERS:** This contract includes all employees working for the Juvenile Detention Division of the Department of Adult and Juvenile Detention, except supervisors and management personnel. These employees perform all aspects of administration and maintenance of King County's Juvenile Detention Facility and programs. In addition to core detention functions, the employees covered by this collective bargaining agreement perform youth training, community placement, chemical dependency services, recreation, food services, and administrative and fiscal services for King County.

**NEGOTIATOR:** Rob Sprague

<b>COUNCIL POLICY</b>	<b>COMMENTS</b>
➤ <b>REDUCTION-IN-FORCE:</b>	The agreement provides for layoffs and bumping rights by classification seniority, with recall rights for two years after layoff.
➤ <b>INTEREST-BASED BARGAINING:</b>	The agreement is the result of an interest-based bargaining process.
➤ <b>DIVERSITY IN THE COUNTY'S WORKFORCE:</b>	The agreement contains a specific non-discrimination provision.
➤ <b>CONTRACTING OUT OF WORK:</b>	The agreement prohibits contracting out of work that would result in layoff of regular employees unless such contracting is required by law.
➤ <b>LABOR / MANAGEMENT COMMITTEES:</b>	The agreement provides for a specific labor/management committee process that meets at least monthly unless agreed to otherwise.
➤ <b>MEDIATION:</b>	The agreement provides for mediation of grievances after Step 3 if mutually agreed to by the parties.
➤ <b>CONTRACT CONSOLIDATION:</b>	N/A
➤ <b>HEALTH BENEFITS COST SHARING:</b>	The agreement provides that medical benefits will be provided as determined by the Joint Labor Management Insurance Committee.

**KING COUNTY COUNCIL  
ADOPTED LABOR POLICIES  
CONTRACT SUMMARY**

**CONTRACT:**

**King County Juvenile Detention Guild (Department of  
Adult and Juvenile Detention - Juvenile Detention)**

<b>COUNCIL POLICY</b>	<b>COMMENTS</b>
➤ <b>TIMELINESS OF LABOR CONTRACT NEGOTIATIONS:</b>	The agreement was finalized in March 2012.
➤ <b>USE OF TEMPORARY AND PART-TIME EMPLOYEES:</b>	The agreement provides for part-time employees and has a specific provision that allows for the use of temporary employees that is consistent with County policy.

<b>MISCELLANEOUS CONTRACT ISSUES:</b>	
➤ <b>BIWEEKLY PAY:</b>	The agreement provides for the implementation of biweekly pay and the corresponding effects of that transition. These employees are being paid on a biweekly schedule.
➤ <b>INTEREST ARBITRATION ELIGIBLE:</b>	The bargaining unit is not eligible for interest arbitration.
➤ <b>NO STRIKE PROVISION:</b>	The agreement contains a specific provision that prohibits work stoppages including but not limited to strikes.
➤ <b>ADDITIONAL LEAVE PROVISIONS:</b>	Leave provisions in this agreement are consistent with County policy.
➤ <b>HOURS OF WORK:</b>	This agreement contains a "grand-person" clause that allows current employees on a "5/4" schedule (five eight-hour days one week, followed by four eight-hour days the next week) to continue on such a schedule. New hires are placed on a traditional five eight-hour day work week.
➤ <b>PERFORMANCE EVALUATIONS:</b>	The agreement provides for management's right to evaluate employees.



June 27, 2012

The Honorable Larry Gossett  
Chair, King County Council  
Room 1200  
C O U R T H O U S E

Dear Councilmember Gossett:

The enclosed ordinance, if approved, will ratify the King County Juvenile Detention Guild (Juvenile Detention) collective bargaining agreement for the period of January 1, 2011, through December 31, 2012. This agreement covers approximately 120 employees in the Department of Adult and Juvenile Detention. These employees perform all aspects of administration and maintenance of King County's Juvenile Detention Facility and programs. In addition to core detention functions, the employees covered by this collective bargaining agreement perform youth training, community placement, chemical dependency services, recreation, food services, and administrative and fiscal services for King County as well as administration of the Alternative to Secure Detention programs for appropriate youth.

The majority of the language in the collective bargaining agreement mirrors that of the previous agreement as well as some housekeeping changes. One of those housekeeping changes is incorporating language that reflects the practice that many of these employees have a paid lunch break where they are required to be available for duty, allowing for immediate responses to any urgent issues that may arise. The wage settlement for 2011 calls for a zero percent cost-of-living adjustment (COLA). The COLA for 2012 follows the standard County settlement agreed to with other labor organizations. Additionally, the parties agreed to reopen negotiations for COLA when significant shifts in economic and fiscal conditions occur during the term of this agreement.

This agreement contains significant improvements in efficiency, accountability, and productivity for the County by adding the language regarding the ability to reopen negotiations, if necessary, for COLA based on specific negative economic factors.

This agreement furthers the goals of the County's Strategic Plan utilizing the corresponding guiding principles. More specifically, this agreement provides necessary support for safe communities and accessible justice systems for all. The care, custody and support for youth who find themselves involved with the juvenile justice system is instrumental in maintaining

a fair and accessible justice system; and ensuring safety to the public as well as providing the most appropriate opportunity for youth to develop into productive members of our community. This agreement also helps to maintain a quality workforce by providing fair wages and benefits, and developing and retaining quality employees.

The settlement reached is a product of good faith collective bargaining between King County and the King County Juvenile Detention 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 to continue to have access to a juvenile justice system that operates in an efficient, appropriate and safe manner, and provides safety and security to both individuals in the juvenile justice system and the general public as a whole.

If you have questions, please contact Patti Cole-Tindall, Director, Office of Labor Relations, at 206-296-4273.

Sincerely,

Dow Constantine  
King County Executive

Enclosures

cc: King County Councilmembers  
    ATTN: Michael Woywod, Chief of Staff  
          Mark Melroy, Senior Principal Legislative Analyst, BFM Committee  
          Anne Noris, Clerk of the Council  
Carrie S. Cihak, Chief Advisor, Policy and Strategic Initiatives, King County  
    Executive Office  
Dwight Dively, Director, Office of Performance, Strategy and Budget  
Patti Cole-Tindall, Director, Office of Labor Relations



# FISCAL NOTE

<b>Ordinance/Motion No.</b>	Collective Bargaining Agreement	
<b>Title:</b>	King County Juvenile Detention Guild (Department of Adult and Juvenile Detention - Juvenile Detention)	
<b>Effective Date:</b>	1/1/11 to 12/31/12	
<b>Affected Agency and/or Agencies:</b>	Department of Adult and Juvenile Detention - Juvenile Detention	
<b>Note Prepared by:</b>	Matthew McCoy, Labor Relations Analyst, Office of Labor Relations	<b>Phone:</b> 205-8004
<b>Department Sign Off:</b>	Pat Presson, Finance Manager, DAJD	<b>Phone:</b> 296-3410
<b>Note Reviewed by: Supplemental Required?</b>	JoAnne Fox, Budget Analyst	<b>Phone:</b> 263-9696
NO <input type="checkbox"/>	YES <input checked="" type="checkbox"/>	

## EXPENDITURES FROM:

Fund Title	Fund Code	Department	2011	2012		
CX	10	DAJD	\$ 0	\$ 142,736		
<i>TOTAL: Increase FM previous year</i>			\$ 0	\$ 142,736		
<i>TOTAL: Cumulative</i>			\$ 0	\$ 142,736		

## EXPENDITURE BY CATEGORIES:

Expense Type	Fund Code	Department	2010 Base	2011	2012		
Salaries	10	DAJD	\$ 6,581,544	\$ 0	\$ 107,280		
OT			\$ 1,034,379	\$ 0	\$ 16,860		
PERS & FICA			\$ 1,140,865	\$ 0	\$ 18,596		
<b>TOTAL</b>			<b>\$ 8,756,788</b>				
<i>TOTAL: Increase FM previous year</i>				\$ 0	\$ 142,736		
<i>TOTAL: Cumulative</i>				\$ 0	\$ 142,736		

## ASSUMPTIONS:

### Assumptions used in estimating expenditure include:

<b>1. Contract Period(s):</b>	1/1/11 to 12/31/12
<b>2. Wage Adjustments &amp; Effective Dates:</b>	
<b>COLA:</b>	0.00% for 2011; 90% Seattle June to June for 2012, 1.63%
<b>Other:</b>	
<b>Retro/Lump Sum Payment:</b>	
<b>3. Other Wage-Related Factors:</b>	
<b>Step Increase Movement:</b>	Provisions unchanged.
<b>PERS &amp; FICA:</b>	Payroll taxes assumed to be 14.98%.
<b>Overtime:</b>	Projected using 2011 totals.
<b>4. Other Cost Factors:</b>	