



King County

Dow Constantine
King County Executive
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August 7, 2024

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

Dear Councilmember Upthegrove:

This letter transmits a proposed Ordinance that would, if enacted, ratify a memorandum of agreement (MOA) between King County and the Professional and Technical Employees, Local 17 (Union), representing employees in the Department of Community and Human Services (DCHS) for a contractual period commencing on the effective date of the Ordinance, through and including December 31, 2024 at which time all terms and conditions will be fully incorporated into the parties' successor collective bargaining agreement, effective January 1, 2025. Adoption of this proposed Ordinance will enable King County to provide bargained-for wages to employees who provide vital mental health and substance abuse intervention and commitment services in our community.

This MOA covers five full-time, supervisory positions each of which are part of the Involuntary Commitment Supervisor classification in the Crisis and Commitment Services (CCS) section of the Behavioral Health and Recovery Division (BHRD) in DCHS. The employees in these positions supervise employees who respond to mental health and substance use crises in King County, making determinations regarding the commitment of individuals experiencing mental health or substance use crises pursuant to state statute. CCS has one current vacancy in the Involuntary Commitment Supervisor job classification. Recruitment for that position has been complicated by wage compression with the Involuntary Commitment Specialist job classification.

The County and the Union (the parties) began negotiating the terms of an MOA intended to address the vacancy rate issue on June 27, 2024. The parties completed this process on July 12, 2024, having negotiated a workforce stabilization package. The package includes wage range increases for the Involuntary Commitment Supervisor classification in the bargaining

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unit, prospectively effective the first full pay period following the enactment of this proposed Ordinance.

Supplemental budget authority is not needed for this agreement. A complete breakdown of the costs associated with this agreement can be found in the accompanying fiscal note, which has been reviewed by the Office of Performance, Strategy and Budget.

Thank you for your consideration of this proposed Ordinance. This important legislation will ratify the negotiated MOA which provides workforce stabilization including the competitive wages necessary to recruit and retain highly qualified Involuntary Commitment Supervisors in BHRD.

If your staff have questions, please contact Megan Pedersen, Director, Office of Labor Relations, at 206-263-2898.

Sincerely,



for

Dow Constantine
King County Executive

Enclosure

cc: King County Councilmembers
ATTN: Stephanie Cirkovich, Chief of Staff
Melani Hay, Clerk of the Council
Karan Gill, Chief of Staff, Office of the Executive
Penny Lipsou, Council Relations Director, Office of the Executive
Dwight Dively, Director, Office of Performance, Strategy and Budget
Megan Pedersen, Director, Office of Labor Relations