



## King County

### Dow Constantine

King County Executive

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October 20, 2022

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

Dear Councilmember Balducci:

This letter transmits a proposed Ordinance that would, if enacted, ratify a negotiated memorandum of agreement (MOA) with the Washington State Council of County and City Employees, Council 2, Local 2084-S Department of Adult & Juvenile Detention for Juvenile Division Supervisors. The parties have entered into a collective bargaining agreement (CBA) covering Corrections Supervisors in the Department of Adult and Juvenile Detention (DAJD) for the contractual period of January 1, 2021, through December 31, 2024.

The MOA covers approximately 11 Corrections Supervisors employed by DAJD and assigned supervisory responsibilities over detention staff at the Children and Family Justice Center (CFJC). These trained supervisors are highly valued for their leadership at the CFJC and ensuring the safety and security of youth detention in our facilities.

The MOA was reached pursuant to good faith negotiations and collective bargaining between King County and the Juvenile Division Supervisors. The MOA has been ratified by the bargaining unit.

The County is experiencing historic challenges to staffing the juvenile detention facility safely and effectively. The result has been increased workload burden on existing staff, which include mandatory overtime and periodic disruptions to youth programming at the CFJC.

To address the staffing challenges at the CFJC, the MOA includes three staffing support measures aimed at supporting Corrections Supervisor staffing. In 2022, a \$3,500 Staffing Agreement Incentive retention payment will be paid to each non-probationary employee who is actively employed on December 1, 2022. New hire probationary staff will also be eligible for this \$3,500 incentive when they pass probation. In 2023, a \$4,000 Retention Incentive will be paid to non-probationary employees who continue employment between January 1, 2023, and December 1, 2023. New hire probationary supervisors will become eligible for this

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\$4,000 incentive when they pass probation and complete one year of employment, whichever occurs later. An enhanced overtime incentive of two times base salary rather than one and one-half-times base salary will be provided to Corrections Supervisor who voluntarily work an overtime assignment.

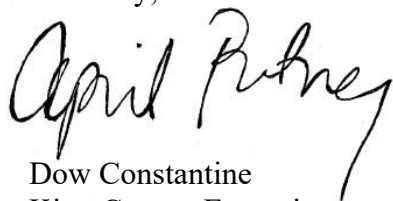
Adoption of this proposed Ordinance, which will ratify the negotiated MOA, advances the King County Strategic Plan goal of efficient, accountable regional and local government.

This agreement may require appropriation beyond that included in the 2023-2024 Executive Proposed Budget. Upon ratification of the agreement, executive staff will provide council staff with information for an amended appropriation level for DAJD. 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 standardized working conditions and competitive wages necessary to recruit and retain qualified employees.

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 Pedroza, Clerk of the Council  
Shannon Braddock, Chief of Staff, Office of the Executive  
Karan Gill, Deputy Chief of Staff, Office of the Executive  
Mina Hashemi, Council Relations Director, Office of the Executive  
Dwight Dively, Director, Office of Performance, Strategy and Budget  
Megan Pedersen, Director, Office of Labor Relations