



King County

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King County Executive

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July 11, 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 new collective bargaining agreement (CBA) between King County and the King County Corrections Guild (KCCG), representing employees in the Department of Adult and Juvenile Detention (DAJD) for a contractual period commencing on the effective date of the Ordinance, through and including December 31, 2025.

This CBA covers approximately 454 currently active Corrections Officers and Sergeants in DAJD. These uniformed officers supervise those who are detained at King County's two adult corrections facilities. These trained officers are highly valued for their services and help to provide safe and secure detention in our facilities.

Due to extraordinary ongoing recruiting and retention challenges with this represented workforce and the high number of vacant positions, the County and the KCCG have agreed to nullify the current CBA before its term expires on December 31, 2024, and replace it with a new CBA. The nullified CBA will be replaced with this new CBA to become effective on the effective date of this Ordinance and will run through December 31, 2025. Notably, some additional terms in the new CBA, agreed to through a Memorandum of Agreement (MOA), will take effect on January 1, 2025, and will run concurrently with the new CBA through December 31, 2025.

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

The County continues to face significant and unprecedented challenges in maintaining essential jail operations and services as a result of the ongoing high vacancy rate. Increasing rates of pay to attract and retain Corrections Officers is a tool that will help King County address this problem.

The CBA and MOA will be implemented in two phases. The first phase will take effect immediately upon the effective date of the Ordinance, providing:

- Market-based wage increase of 2.4 percent.
- Elimination of the first step of the wage scale which immediately raises starting pay by 7.9 percent.
- Adoption of an approximate 320-hour vacation carryover limit for new hires, while maintaining legacy levels for current employees at approximately 480 hours, adopting a County-wide standard.
- Changing administration of the Field Training Officer premium, in anticipation of a greater need to onboard new Officers.
- Adoption of a workweek that is allowable under an exemption under the Fair Labor Standards Act (FLSA) that allows law enforcement personnel employed by public agencies to have extended work periods before overtime pay is required. The new CBA adopts a “7(k)” exemption permitting an FLSA workweek of 43 hours in 7 days and 86 hours in 14 days, paving the way to alternative shifts to be adopted at straight time pay, rather than overtime.
- Adoption of the County holiday schedule for all employees assigned to Court detail, unless needed to cover court dates occurring on holidays, resolving the difference between observed County holidays and Court holidays.
- Moving all step increases to occur on January 1 rather than on employees’ anniversary dates, adopting the County-wide standard.
- Adoption of a County-wide standard to except new employees who received their probationary step increase in the last three months of the year from their first January 1 step.
- Ending the ability to cover disciplinary suspensions with paid vacation.
- Sunsetting a 2000 MOA that permits employees to have a driving under the influence conviction without disciplinary consequences.
- Establishing that disciplinary grievances must be filed at Step 2, providing additional opportunities to consider and resolve grievances.
- Adopting the standard King County vacation accrual to rates on an hourly accrual basis, for clarity.

The following MOA changes will be effective on January 1, 2025, until December 31, 2025:

- Employees will have overtime paid at a two times rate, regardless of whether the overtime is voluntary or mandatory. This replaces a current MOA that provided 2.25 times the rate pay for voluntary overtime and 1.5 times pay for mandatory overtime.
- A cost of living adjustment using the Amalgamated Transit Union, Local 587 “average of averages” formula, with a floor of 2 percent and a ceiling of 4 percent.

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This agreement will require additional budget authority for the Department of Adult and Juvenile Detention to implement. The Office of Performance, Strategy and Budget (PSB) will work with Council staff to include appropriation needed in 2024 in the striking amendment to the third Omnibus supplemental that is currently before the King County Council. The 2025 effects of the agreement will be incorporated into the 2025 Proposed Budget. A complete breakdown of the costs associated with this agreement can be found in the accompanying fiscal note, which has been reviewed by PSB.

Thank you for your consideration of this proposed Ordinance. This important legislation will ratify the negotiated CBA, which provides standardized working conditions and competitive wages necessary to recruit and retain qualified employees.

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