



## King County

### **Dow Constantine**

King County Executive  
401 Fifth Avenue, Suite 800  
Seattle, WA 98104-1818

**206-263-9600** Fax 206-296-0194

TTY Relay: 711

[www.kingcounty.gov](http://www.kingcounty.gov)

August 26, 2021

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 collective bargaining agreement (CBA) with the Puget Sound Police Managers Association (PSPMA) covering majors in the King County Sheriff's Office for the contractual period of January 1, 2021, through December 31, 2022.

Adoption of this proposed Ordinance will enable King County to provide bargained wages, hours and working conditions to our employees who provide essential internal and external customer service on behalf of the Sheriff's Office. The negotiated CBA covers approximately nine employees in the King County Sheriff's Office (KCSO).

Majors in the KCSO are fully commissioned law enforcement officers who lead precincts in unincorporated King County, serve as police chiefs for King County Sheriff's Office contract cities, and lead the internal investigations unit within the Sheriff's Office. These employees provide command level management and are high-level representatives to the communities served by the Sheriff's Office.

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

Notably, this negotiated CBA includes modifications to align with recent voter approved Charter amendments regarding the establishment of the Sheriff's Office as an executive branch department and designation of the Executive as the sole bargaining agent. The negotiated CBA also adopts the use of gender-neutral pronouns throughout the CBA. It maintains the previously negotiated percentage salary differential with KCSO captains, who report to the majors, and adds the Office of Labor Relations to the grievance process.

The Honorable Claudia Balducci

August 26, 2021

Page 2

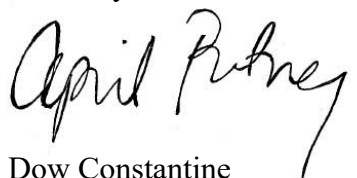
Adoption of this proposed Ordinance, which will ratify the negotiated CBA, advances the King County Strategic Plan goal of efficient, accountable regional and local government.

Supplemental budget authority is necessary for this CBA, which is transmitted separately from this proposed Ordinance. A complete breakdown of the costs associated with this agreement are provided 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 CBA which provides the standardized working conditions and competitive wages necessary to recruit and retain the qualified employees necessary to further the Sheriff's Office's public safety mission.

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: Janine Weihe, Interim Chief of Staff  
Melani Pedroza, Clerk of the Council  
Shannon Braddock, Deputy Chief of Staff, Office of the Executive  
Karan Gill, Director, Council Relations, Office of the Executive  
Dwight Dively, Director, Office of Performance, Strategy and Budget  
Megan Pedersen, Director, Office of Labor Relations