



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 King County Juvenile Detention Guild (Juvenile Guild) for the contractual period of October 15, 2022, through December 31, 2024.

The MOA covers approximately seventy-four employees including Juvenile Detention Officers, Project/Program Managers II, and Recreation Coordinators employed by the Department of Adult and Juvenile Detention (DAJD). These employees are assigned responsibility for the safeguarding of juvenile detainees at the Children and Family Justice Center (CFJC). These trained officers help to provide safe and secure youth detention and are highly valued for their services.

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

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

To address the staffing challenges, the MOA includes seven measures to improve staffing at CFJC, as outlined below.

1. Increased base wages for bargaining unit security staff.
 - a. The 2023 wages will increase by an additional 1 percent for a total of 4 percent increase effective January 1, 2023.
 - b. The 2024 wages will increase by an additional 1 percent for a total 4 percent increase effective January 1, 2024.

2. 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 addition to hiring incentives that range between \$7,500 and \$15,000 based on experience and with a three year employment commitment.
3. 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.
4. Effective October 15, 2022, enhanced overtime incentive of 2x, rather than 1.5x, will be provided to JDOs who voluntarily work an overtime assignment.
5. The Addendum regarding “Detention Supervisor Staffing Support” provides for the shared understanding that JDO supervisors may provide backup staffing support to JDOs when certain conditions are met without the Juvenile Guild contesting the action as skimming bargaining unit work.
6. Modification to Article 16: Temporary Employees provides for more flexible hiring and use of short-term temporary and term-limited temporary security staff at CFJC.
7. Financial incentive of up to \$7,000 for long term JDO staff with legacy 5/4 work schedules (72-hour biweekly work hours) to transition to the standard 80-hour biweekly work hours.

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 will require additional appropriation beyond what is included in the 2023-2024 Executive Proposed Budget. Upon ratification of the agreement, executive staff will provide council staff with information to amend the 2023-2024 appropriation level for DAJD.

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.

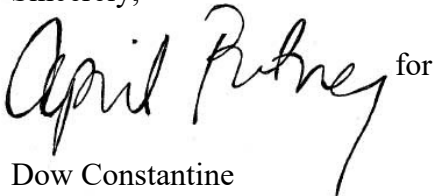
The Honorable Claudia Balducci

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If your staff have any 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