



**King County**

**Office of Labor Relations Staff Report  
Collective Bargaining Agreement  
Between  
King County  
And  
King County Juvenile Detention Guild**

**SUBJECT:** The proposed Ordinance would approve and adopt a Collective Bargaining Agreement between King County and the King County Juvenile Detention Guild (KCJDG), representing approximately 110 employees in the Department of Adult and Juvenile Detention (DAJD), providing for their wages, hours and other terms and conditions of employment, and establishing the effective date of said agreement.

<b>CBA Description:</b>	King County and KCJDG representing Juvenile Detention Officers and other Juvenile Division staff in DAJD [296]
<b>County Spokesperson:</b>	Diana Watkins, Labor Relations Negotiator, Office of Labor Relations
<b>Union Spokesperson:</b>	Jason Smith, President, KCJDG

**UNIT OVERVIEW:** The KCJDG bargaining unit includes approximately 80 current Juvenile Detention Officers and 30 other employees who work in the Juvenile Division of DAJD. These employees staff the new Children and Family Justice Center.

**BARGAINING HISTORY:**

This bargaining unit’s previous CBA<sup>1</sup> was a two-year contract which expired at the end of 2018. Negotiation of the successor CBA began in October of that year. After a year of negotiation, the King County and KCJDG had reached tentative agreements on most contract articles, but remained in disagreement about compensation, leave use, and other key provisions. In December of 2019, the parties jointly requested mediation, and reached tentative agreement on all provisions on February 4, 2020. KCJDG notified the County that its members had ratified the agreement on March 25, 2020.

**SUMMARY OF KEY CHANGES:**

- 1. Contract Term:** January 1, 2019, through and including December 31, 2020.

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<sup>1</sup> Ordinance 18843, approved December 10, 2018

## 2. Compensation Changes:

- a. **General Wages Increases (GWI):** The GWIs raised the starting wage rate for a Juvenile Detention Officer from \$26.82, in 2018, to \$28.67 as of July 1, 2020, which is expected to aid in recruitment when combined with DAJD's other hiring incentives.
  - 2019 – 3.75%
  - 2020 – 1.5% on January 1, and 1.5% on July 1
- b. **Shift Differential:** Shift Differential was increased from 1% to 2%, prospective following ratification by KCJDG, but redefines and clarifies eligibility based on hours (not shifts) and assignment to a 24/7 work schedule.

## 3. Additional Changes:

- a. **Compensatory Time Limits** – A key provision of the CBA is a new annual cap on the accrual of compensatory time, which is projected to significantly contribute to the reduction of mandatory overtime (MOT) by increasing available working hours. The prior contract provision had a replenishable cap of 80 hours of compensatory time, while the new CBA provision is a non-replenishable annual cap of 80 hours, with cash out of unused compensatory time at the end of each year. A previous limit on compensatory time accrual of one hour for every two hours worked was removed.
- b. **Vacation Scheduling and Cancellation** – The timeline for annual vacation bids was revised to more closely align with shift bidding, for efficiency and accuracy. Required notice for cancellation of leave was increased to allow the Division to plan backfill coverage, and require less last-minute MOT. Compensatory time off can no longer be used in lieu of approved vacation leave, which will reduce the administrative burden of changes, and provide more bidding opportunities for less-senior employees.
- c. **Vacation Carryover Limit** – Employees hired after December 31, 2019, will be limited to a 40-day (320 hour) carryover limit, to align with the Master Labor Agreement and revised King County Code.
- d. **Standardized Special Duty and Work Out of Class** – These provisions had significant revisions to more closely align pay and practices with the Master Labor Agreement and revised King County Code.
- e. **Floating Holiday Alignment** – The timeline for allocation of floating holidays was changed to align with the Master Labor Agreement and revised King County Code.
- f. **No Reversion of Donated Leaves** – This agreement now aligns with provisions under the Master Labor Agreement, and the revised King County Code.

**FISCAL IMPACT:**

The fiscal impact of the Agreement is detailed in the Executive's Fiscal Note for the proposed ordinance.

**ATTACHMENTS:**

1. Proposed Ordinance 2020-XXXX (and its attachments)
2. Interest Arbitration Award
3. Transmittal Letter
4. Checklist and Summary of Changes
5. Fiscal Note for PO 2020-XXXX (CBA)
6. Contract Consistency with Adopted Labor Policies





## 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)

May 4, 2020

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 collective bargaining agreement (CBA) with the King County Juvenile Detention Guild (KCJDG) for the contractual period of January 1, 2019, through December 31, 2020. Adoption of this proposed ordinance will enable King County and the Department of Adult and Juvenile Detention (DAJD), Juvenile Division to implement negotiated wages, hours and working conditions for employees who provide essential detention services for King County.

The negotiated CBA, which has been ratified by the bargaining unit, covers Detention Officers, Community Surveillance Officers, and other employees who support juvenile services at the new Children and Family Justice Center (CFJC). These employees are highly valued for their role in providing a safe and secure environment for youth while they are engaged with King County's criminal legal system.

This agreement creates substantial improvements in DAJD's ability to manage staffing resources efficiently, with the goal of reducing mandatory overtime. A new annual limit on the accrual and use of compensatory time will increase available work hours for existing staff and reduce the number of vacant shifts which require backfill/mandatory overtime. This negotiated CBA also increases the length of time for the required notice of cancellation of leave, allowing more time for advanced scheduling which will reduce the need for unplanned mandatory overtime.

The negotiated CBA increases alignment of several key provisions with other of DAJD CBAs, the King County Master Labor Agreement, and revised King County Code provisions. It reduces the annual vacation carryover limit for new employees to 320 hours, moves the awarding of personal holiday hours to January, ends the reversion of donated leaves, standardizes provisions for work out of class and special duty assignments, and clarifies payroll-related language.

The Honorable Claudia Balducci

May 4, 2020

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This agreement includes general wage increases of 3.75 percent in 2019 and 1.5 percent in January 2020 plus 1.5 percent in July 2020, which is consistent with the MLA agreement increases for 2020. These wage increases are expected to aid in recruiting, while staying consistent with wage increases for other County bargaining units during the same period. The agreement also provides a 1 percent increase in the shift differential premium and clarifies the eligibility requirements.

Ratification of the negotiated CBA advances the King County Strategic Plan's guiding principles and goals of providing financially sustainable and efficient government services by advancing consistent and standard labor practices.

No supplemental budget authority is being requested for implementation of this CBA. A complete breakdown of the costs associated with this CBA 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, which will help maintain continuity of juvenile detention services and improve our use of resources in the CFJC. The CBA will help to improve the Department's ability to manage its staffing resources in a cost-effective manner. The agreement is the product of a great deal of good work by King County and the KCJDG to achieve a final agreement.

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

Sincerely,



Dow Constantine  
King County Executive

Enclosure

cc: King County Councilmembers  
ATTN: Carolyn Busch, 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

bcc: Dennis Folk, President, King County Corrections Guild



# FISCAL NOTE

<b>Ordinance/Motion No.</b>	Collective Bargaining Agreement		
<b>Title:</b>	King County Juvenile Detention Guild (Department of Adult and Juvenile Detention - Juvenile Detention)		
<b>Effective Date:</b>	1/1/2019 to 12/31/2020		
<b>Affected Agency and/or Agencies:</b>	Department of Adult and Juvenile Detention - Juvenile Detention		
<b>Note Prepared by:</b>	Matthew McCoy, Labor Relations Negotiator, Office of Labor Relations	<b>Phone:</b> 263-1966	
<b>Department Sign Off:</b>	Tami Schackman, Chief Financial Officer, DAJD	<b>Phone:</b> 263-1558	
<b>Supplemental Required?</b> NO <input checked="" type="checkbox"/>	YES <input type="checkbox"/>	<b>Note Reviewed by:</b> Andrew Bauck, Budget Analyst	<b>Phone:</b> 263-9771

## EXPENDITURES FROM:

Fund Title	Fund Code	Department	2019	2020	2021
CX	10	DAJD	\$379,000	\$288,000	\$78,000
<b>TOTAL: Increase FM previous year</b>			<b>\$379,000</b>	<b>\$288,000</b>	<b>\$78,000</b>
<b>TOTAL: Cumulative</b>			<b>379,000</b>	<b>\$667,000</b>	<b>\$745,000</b>

## EXPENDITURE BY CATEGORIES:

Expense Type	Fund Code	Department	2018 Base	2019	2020	2021
Salaries	10	DAJD	\$6,565,000	\$246,000	\$196,000	\$51,000
OT			\$1,828,000	\$69,000	\$43,000	\$14,000
PERS & FICA			\$1,708,000	\$64,000	\$49,000	\$13,000
<b>TOTAL</b>			<b>\$10,101,000</b>			
<b>TOTAL: Increase FM previous year</b>				<b>\$379,000</b>	<b>\$288,000</b>	<b>\$78,000</b>
<b>TOTAL: Cumulative</b>				<b>379,000</b>	<b>\$667,000</b>	<b>\$745,000</b>

## ASSUMPTIONS:

### Assumptions used in estimating expenditure include:

- Contract Period(s):** 1/1/19 to 12/31/20
- Wage Adjustments & Effective Dates:**
  - COLA:** 3.75% on 1/1/2019;  
1.50% on 1/1/2020  
1.50% on 7/1/2020
  - Other:** Prospective increase in shift differential from 1% to 2% (approximately \$45k annually)
  - Retro/Lump Sum Payment:**
- Other Wage-Related Factors:** The split GWI in 2020 (1.5% + 1.5%) produces savings in 2020, the costs identified in 2021, reflect the full costs of a 3% GWI beyond 2020.
  - Step Increase Movement:** Provisions unchanged.
  - PERS/FICA:** Payroll taxes assumed to be 20.35%
  - Overtime:** Projected using 2018 totals.
- Other Cost Factors:**







King County

## Checklist and Summary of Changes for the attached Collective Bargaining Agreement

<b>Name of Agreement</b>
<b>King County Juvenile Detention Guild (Department of Adult &amp; Juvenile Detention, Juvenile Division) Collective Bargaining Agreement 2019-2020</b>
<b>Labor Negotiator</b>
<b>Diana Watkins</b>

<b><i>Prosecuting Attorney's Review</i></b>	<b>Y</b>
<b><i>Legislative Review Form; Motion or Ordinance</i></b>	<b>Y</b>
<b><i>Executive Letter</i></b>	<b>Y</b>
<b><i>Fiscal Note</i></b>	<b>Y</b>
<b><i>Six Point Summary</i></b>	<b>Y</b>
<b><i>King County Council Adopted Labor Policies Consistency</i></b>	<b>Y</b>
<b><i>Ordinance</i></b>	<b>Y</b>
<b><i>Original Signed Agreement(s)</i></b>	<b>Y</b>
<b><i>Does transmittal include MOU/MOA?</i></b>	<b>N/A</b>

<b><i>Six Point Summary of changes to the attached agreement:</i></b>
1. Wages of 3.75% for 2019, and 1.5%/1.5% (January/July) for 2020. Shift differential increase from 1% to 2%, but with new eligibility limits.
2. Annual Compensatory Time limit of 80 hours total (accrual and use), and cash out at end of year.
3. 72-hour notice required to cancel annually bid leave, and Compensatory Time off may not be used for approved vacation leave.
4. Employees hired after Dec. 31, 2019, limited to 320-hour vacation carryover.
5. Changes to Special Duty and Work Out of Class pay and practices to align with rest of County workforce.
6. No reversion of donated leave, and floating holidays issued in January to align with rest of County workforce.



## Contract Consistency with Adopted Labor Policies

**Contract:** King County Juvenile Detention Guild (Department of Adult & Juvenile Detention, Juvenile Division) Collective Bargaining Agreement 2019-2020 [296]

<b>County Department(s):</b>	Department of Adult and Juvenile Detention
<b>Term of Contract:</b>	January 1, 2019-December 31, 2020
<b>County Negotiator:</b>	Diana Watkins

Labor Policy	Is Contract Consistent with Adopted Labor Policies? If not, please explain.
Contract Consolidation	Y
Diversity	Y
Project Labor Agreements	N/A
Performance Evaluations	NA
Continuous Improvement	Y
Labor-Management Committees	Y
Labor-Management Partnerships	Y
Mediation	Y
Binding Interest Arbitration	Y
Interest-based Bargaining	Y
Compensation	Y
Overtime	Y
Benefits	Y
Reduction-in-Force	Y
Contracting Out of Work	Y
Use of Temporary and Part-time Employees	NA
Civilian Oversight of Sheriff's Office	NA
Sheriff's Office Implementation of Report Recommendations	NA
Legislative Branch Employees and Officials	NA

