



## King County

### Dow Constantine

King County Executive

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October 21, 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 collective bargaining agreement (CBA) with the Puget Sound Police Managers Association (PSPMA) covering individuals with the rank of Captain or Lieutenant in the King County Sheriff's Office (KCSO) for the contractual period of January 1, 2021, through December 31, 2023.

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 KCSO. The negotiated CBA covers approximately 19 employees in the KCSO.

Captains and Lieutenants in the KCSO are fully commissioned law enforcement officers who serve as mid-level managers. Captains perform a variety of assignments in administrative and operational capacities for the Sheriff's Office as unit or section commanders, for contract entities as Police or Assistant Police Chiefs, and as precinct commanders. These employees provide valuable command level supervision, often for a broad span of control, and are an important representative to the communities served by the KCSO. Notably, no Lieutenants are currently serving in the KCSO.

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.

This CBA adopts the changes to law enforcement oversight recently negotiated with the King County Police Officers Guild (KCPOG) to allow for independent investigations, including subpoena powers, to be conducted by the Office of Law Enforcement Oversight. The negotiated CBA implements the KCSO transition to an executive department, adopts the new King County holidays, completes the transition to a biweekly payroll cycle, and modifies the grievance procedure to comply with the new state law requirements for law enforcement

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discipline arbitrations. The CBA also maintains the previously negotiated percentage salary differential with KCSO Sergeants, who report to the Captains.

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.

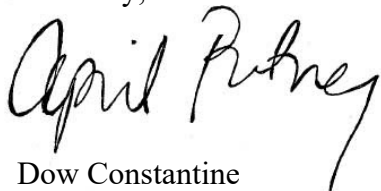
There is sufficient reserve in the General Fund financial plan to cover the additional costs associated with this CBA, however, this agreement will require appropriation beyond that included in the 2023-2024 Executive Proposed Budget. Upon ratification of the agreement, executive staff will provide council staff with information to amend the 2023-2024 appropriation level for KCSO.

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 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 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