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|  **FISCAL NOTE** |
| **Ordinance/Motion No.** | Collective Bargaining Agreement |
| **Title:** | Washington State Council of County and City Employees, Council 2, Local 21AD (Department of Adult and Juvenile Detention) |
| **Effective Date:** | 1/1/2015 – 12/31/2016 |
| **Affected Agency and/or Agencies:** | Department of Adult and Juvenile Detention |
| **Note Prepared by:** | Jim Swails, Labor Analyst, Office of Labor Relations | **Phone:** 263-1969 |
| **Department Sign Off:** | Pat Presson, Chief Financial Officer, DAJD | **Phone:** 477-2350 |
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| Note Reviewed by: Supplemental Required? |
|  | NO |  | **X** |  | YES |  |  |  |
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 | Jo Anne Fox, Budget Analyst | **Phone:** 263-9696 |

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| **EXPENDITURES FROM:** |
| **Fund Title** | **Fund****Code** | **Department** | **2014 Base** | **2015** | **2016** | **2017****(Roll In)** |
| General Fund | 10 | DAJD |  $ 4,422,517 |  $ 88,450 |  $ 101,497 |  $ 194,844 |
| ***TOTAL:***  | ***Increase FM previous year*** |  |  ***$ 88,450*** |  ***$ 101,497*** |  ***$ 194,844*** |
| ***TOTAL:***  | ***Cumulative*** |  |  |  ***$ 189,947*** |  ***$ 384,791*** |

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| **EXPENDITURE BY CATEGORIES:** |
| **Expense****Type** | **Fund****Code** | **Department** | **2014 Base** | **2015** | **2016** | ***2017******(Roll In)*** |
| **Salaries** |  |  |  $ 3,210,279 |  $ 64,206 |  $ 73,676 |  $ 139,148 |
| **OT** |  |  |  $ 511,439 |  $ 10,229 |  $ 11,738 |  $ 24,821 |
| **PERS & FICA** |  |  |  $ 700,799 |  $ 14,015 |  $ 16,083 |  $ 30,875 |
| ***TOTAL*** |  |  |  ***$ 4,422,517*** |  |  |  |
| ***TOTAL:***  | ***Increase FM previous year*** |  |  ***$ 88,450*** |  ***$ 101,497*** |  ***$ 194,844*** |
| ***TOTAL:***  | ***Cumulative*** |  |  |  ***$ 189,947*** |  ***$ 384,791*** |

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| **ASSUMPTIONS:** |
| **Assumptions used in expenditure forecast include:** |
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| **1.** | **Contract Period(s):** | 1/1/2015 – 12/31/2016 |
| **2.** | **Wage Adjustments/Effective Dates:** |  |
|  |  | **COLA:** | 1/1/2015 - 2.00% 1/1/2016 - 2.25% |
|  |  | **Lump Sum Payment:** | None |
| **3.** | **Other Wage-Related Factors:** |  |
|  |  | **PERS/FICA:** | 18.83% |
|  |  | **Overtime:** | Forecast based on 2015 OT actuals. |
| **4.** | **Other Cost Factors:** |  |
|  |  |  | Modifies Acting/Special Duty Pay from hours worked in excess of 8, to all hours worked. Forecast cost di minimis. |
|  |  |  | Provides two range pay increase effective December 17, 2016 for Corrections Program Specialist (R55 to R57) and Personal Recognizance Investigator (R53 to R55) classifications. The effective date of the increase rolls the additional $194,844 cost into CY2017, and next budget cycle. |
|  |  |  | Modifies Educational Incentive reimbursements by clarifying/specifying preapproval processes and qualifying coursework; limits annual reimbursements to IRS cap; and limits to ten (10) the number of employees receiving reimbursements in any calendar year. Forecast cost di minimis. |