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| **County Department(s):** | **Sheriff’s Office** |
| **Term of Contract:** | **January 1, 2016, through December 31, 2020** |
| **County Negotiators:** | **Robert Railton and Diane Hess Taylor** |

| **Labor Policy** | **Is Contract Consistent with Adopted Labor Policies? If not, please explain.** |
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| Contract Consolidation | N/A |
| Diversity | Yes |
| Project Labor Agreements | N/A |
| Performance Evaluations | Yes |
| Continuous Improvement | Yes |
| Labor-Management Committees | Yes |
| Labor-Management Partnerships | Yes |
| Mediation | Yes |
| Binding Interest Arbitration | Yes |
| Interest-based Bargaining | Yes |
| Timeliness of Negotiations | Yes |
| Compensation | Yes, in part; no, in part. The wage increase is based on the percentage difference between Captains and Sergeants. |
| Overtime | N/A |
| Benefits | Yes |
| Reduction-in-Force | Yes |
| Contracting Out of Work | N/A |
| Use of Temporary and Part-time Employees | N/A |
| Civilian Oversight of Sheriff’s Office | No. The scope of the Office of Law Enforcement Oversight’s (OLEO) authority and duties limited by contract. |
| Sheriff’s Office Implementation of Report Recommendations | No. The King County Sheriff’s Office determined that the current 180-day restriction on investigations can be managed by timely requests for additional time where warranted. The current contract provided the OLEO Director the opportunity to request additional investigation, but if his/her recommendation is denied, it is appealable to the County Executive. |
| Legislative Branch Employees and Officials | N/A |