[Month Day, Year]

The Honorable Joe McDermott

Chair, King County Council

Room 1200

C O U R T H O U S E

Dear Councilmember McDermott:

The enclosed ordinance, if approved, will ratify the Uniformed Command Association (UCA) (Corrections Jail Captains - Department of Adult and Juvenile Detention) memorandum of agreement regarding acceptance of certain Master Labor Agreement provisions for the period of January 1, 2017, through December 31, 2020, which will enable King County to continue to provide professional correctional management services. This agreement covers 13 employees in the Department of Adult and Juvenile Detention.

These employees are the Captains in both jail facilities, and operate as the shift commanders, as well as the head of the Internal Investigations Unit, Intake and Release Unit, Maintenance and Supply Unit, and Administrative Unit; these employees are highly valued to King County as an employer for their consistency in operating the jails, maintaining public safety, and protecting the County’s liability in running the jails.

This memorandum of agreement increases the standardization efforts of the County by having the Uniformed Command Association accept the Master Labor Agreement’s core elements. Over time, this agreement, along with the Coalition of Unions acceptance of the Master Labor Agreement, will improve the consistency in administration of pay and benefits throughout the County.

This agreement contains significant improvements in efficiency, accountability and productivity for the County by conforming the majority of the UCA’s contract terms to those of the Master Labor Agreement, including, but not limited to, consistency in work out of classification payments, reclassification processes, and administration of consistent leave provisions.

For example, the agreement:

● Promotes efficiency by reducing the variation in how bereavement leave has been managed.

● Improves customer service by eliminating duplicative provisions on paid parental leave, and instead points towards the County ordinance.

This agreement furthers the goals of the County Strategic Plan by utilizing employees in a consistent, efficient manner, and reduces the likelihood of misapplication of different leave and benefits provisions.

The general-wage-increase for 2018 for this group was 0%, however, in exchange for accepting the terms of the Master Labor Agreement, this group will receive a 1% wage increase retroactive to January 1, 2018.

The settlement reached in this agreement is a product of good faith collective bargaining between King County and the Uniformed Command Association. The agreement compares favorably with other settlements and is within our capacity to finance. This agreement has been reviewed by the Office of the Prosecuting Attorney, Civil Division.

Thank you for your consideration of this ordinance. This important legislation will help King County residents by reducing the variation in the administration of pay and benefits throughout the County.

I urge you to pass this ordinance, and bring yet another labor group in the County into the fold of working in collaboration to improve efficiency and effectiveness in King County.

If you 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

Dwight Dively, Director, Office of Performance, Strategy and Budget

Megan Pedersen, Director, Office of Labor Relations

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