

**Metropolitan King County Council**

**Law & Justice Committee**

**STAFF REPORT**

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| **Agenda Item:** | 8 | **Name:** | Clifton Curry |
| **Proposed No**.: | 2018-0305 | **Date:** | August 28, 2018 |

**SUBJECT**

AN ORDINANCE approving and adopting the collective bargaining agreement negotiated by and between King County and Puget Sound Police Managers Association (Majors - King County Sheriff's Office) representing employees in the King County sheriff's office; and establishing the effective date of the agreement.

**SUMMARY**

Proposed Ordinance 2013-0305 would approve a collective bargaining agreement (CBA) between King County and the Puget Sound Police Managers Association (PSPMA), would ratify the Puget Sound Police Managers Association (Majors - King County Sheriff’s Office) ending December 31, 2018. This agreement covers nine majors. This is a new agreement covering the Sheriff Office Majors.[[1]](#footnote-1) The terms and conditions of this collective bargaining agreement aligns significantly with a similar PSPMA agreement with the Sheriff Office Captains which the Council adopted with Ordinance 18704 in April 2018.

This is a new agreement and it contains provisions that:

* Provide for a lump sum payment to employees for 2017 based on 2.4 percent of the member’s 2017 earnings and establishes a salary increase for 2018 based on Range 80 of the 2017 wage table and adds 2.75 percent;
* The bargaining unit will move into the King County Police Officers Guild (KCPOG) insured benefits plans effective January 1, 2019;
* Incorporates changes for bereavement leave and the granting of personal holidays that parallel those bargained with the Coalition of Unions; and,
* The parties agree to provisions related to oversight by the Office of Law Enforcement Oversight and use of an Early Intervention System based on the provisions of the King County Police Officers Guild bargaining agreement.

The accompanying Fiscal Note shows that the agreement will result in a total increase of $135,426 in 2017 and in 2018.

**BACKGROUND**

The agreement covers nine Majors in the King County Sheriff’s Office. Majors are fully commissioned law enforcement officers and serve as Police Chiefs for contract partners, unincorporated precinct and Internal Investigation commanders. These employees provide valuable command level management and are important representatives to the communities served by the Sheriff’s Office. This is a new agreement covering Majors which the Public Employment Relations Commission having certified the group as a new bargaining unit on January 10, 2017.

**ANALYSIS**

Because this a new bargaining unit, the agreement covers the period since the certification of the unit in January 2017 through December 31, 2018. However, according to the Executive, the terms and conditions of this collective bargaining agreement aligns with the agreement approved earlier this year between the County and the Puget Sound Police Managers Association representing 22 KCSO Captains.[[2]](#footnote-2)

As a result, the Executive reports that the agreement incorporates several sought-after County standards including, bereavement leave, personal holidays, donated leaves, Paid Parental Leave, and the concurrence of family and medical leave laws. In addition, the agreement incorporates several Sheriff’s Office contract standards including, grievance-arbitration, Civilian Review (Office of Law Enforcement Oversight), Bill of Rights, and Early Intervention Systems.

The following outlines key elements in the new CBA:

* **Changes in Compensation**: This agreement provides for a lump sum payment for 2017 based on 2.4 percent of the member’s 2017 earnings and establishes a salary increase for 2018 based on Range 80 of the 2017 wage table and adds 2.75 percent;
* **Family Medical Leave Act (FMLA) / King County Family and Medical Leave (KCFML)**: The new CBA includes permanent language recognizing FMLA/KCML concurrency as an employee benefit. Council adopted Ordinance 18191[[3]](#footnote-3) making KCFML, which provides 18 weeks of unpaid leave, to run concurrently (rather than consecutively) with federal and state[[4]](#footnote-4) family and medical leave, which allows 12 weeks of unpaid leave.
* **Paid Leave**: The new CBA includes paid parental leave benefits for employees consistent with KCC 3.12.221. In addition, it incorporates changes for bereavement leave and the granting of personal holidays that parallel those bargained with the Coalition of Unions;
* **Benefits:** The bargaining unit will move from the current benefits plan determined by the Joint Labor Management Insurance Committee to the King County Police Officers Guild (KCPOG) insured benefits plans effective January 1, 2019. The Executive notes that this provision ensures that the benefits for these employees is competitive and will provide for better employee retention; and,
* **Oversight:** With this agreement, the parties agree to provisions related to oversight by the Office of Law Enforcement Oversight and use of an Early Intervention System based on the provisions of the King County Police Officers Guild bargaining agreement.

**FISCAL IMPACT**

The fiscal impact of the CBA is detailed in the [Fiscal Note (Att. 5)](#_bookmark22) shows that the agreement will result in a total increase of $135,426 in 2017 and in 2018. The increases result from the agreed upon wage increases.

**CONSISTENCY WITH LABOR POLICIES**

The proposed CBA appears to be consistent with the County’s labor policies.

**LEGAL REVIEW**

The CBA has been reviewed by the Office of the Prosecuting Attorney, Civil Division. [(Att. 2:](#_bookmark21) [Transmittal letter)](#_bookmark21)

**INVITED**

* Bob Railton, Labor Relations Manager, Office of Labor Relations
* Capt. Patrick Butschli, President, Puget Sound Police Managers Association
* Maj. Carl Cole, Puget Sound Police Managers Association--Majors

**ATTACHMENTS**

1. Proposed Ordinance 2018-0305 with accompanying Attachments
2. Transmittal letter
3. [Checklist and Summary of Changes](#_bookmark19)
4. [Contract](#_bookmark20) Consistency
5. [Fiscal Note](#_bookmark22)

1. The Public Employment Relations Commission certified the King County Sheriff’s Office Majors as a bargaining unit on January 10, 2017. [↑](#footnote-ref-1)
2. Ordinance 18704, adopted April 4, 2018. [↑](#footnote-ref-2)
3. Adopted December 8, 2015. [↑](#footnote-ref-3)
4. Chapter 49.78 RCW, commonly known as the Washington Family Leave Act (WFLA) [↑](#footnote-ref-4)