**SUBJECT:** The proposed Ordinance would approve and adopt a Collective Bargaining Agreement between King County and the King County Police Officers Guild representing Commissioned Sergeants and Deputies providing for their wages, hours and other terms and conditions of employment for the term of January 1, 2017 through and including December 31, 2021.

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| **CBA Description:** | King County and King County Police Officers Guild representing Commissioned Deputies and Sergeants |
| **County Lead Negotiator:** | Bob Railton, Deputy Director, Office of Labor Relations |
| **Guild**  **Lead Negotiator:** | Steve Eggert, President (Detective) |

**UNIT OVERVIEW:** This unit of sergeants and deputies are all employed by the King County Sheriff’s Office (KCSO) and provide law enforcement services to unincorporated King County, Sound Transit, Metro Transit, King County Airport, SeaTac, Burien, Woodinville, Covington, Kenmore, Carnation, Sammamish, Maple Valley, New Castle, Shoreline, Beaux Arts and Skykomish.

**BARGAINING HISTORY:**

* September 2016 – Parties began negotiations
* October 2016 – Initial on-record proposals exchanged
* February 2018 – Entered into mediation with the Public Employment Relations Commission
* November 21, 2019 -- Tentative agreement reached
* December 13, 2019 -- Bargaining unit ratified the agreement

**SUMMARY OF KEY CHANGES:**

1. **Contract Term:** January 1, 2017 through and including December 31, 2021
2. **Compensation Changes:**

**a. General Wages Increases (GWI):** The GWI increases over the 2016 wage rates will aid the effort of the Sheriff’s Office to compete in the tight market for law enforcement applicants. The general wage increases (GWI) for 2017 through 2019 are the same as negotiated with the Coalition of Unions and provided to non-represented employees. The GWIs for 2020 and 2021 were, in part, in consideration of the medical plan design cost share increases for employees.

* 2017 – 2.25%
* 2018 - 3.25%
* 2019 – 4%
* 2020 – 3.25%
* 2021 – 3.25%

**b. Add-to-Pay Provisions:** An add-to-pay provision is additional pay that an employee receives for performing specialty work on behalf of the Sheriff’s Office.

1) Increase to ARFF Certification Premiums - The 17 officers assigned to the King County Airport perform two primary functions, law enforcement and aircraft rescue and firefighting (ARFF). The specialized training requires minimally being ARFF accredited and the assignment paid an additional 3% premium. In order to incentivize officers to accept the assignment, increase job skills and knowledge, and retain trained officers, the parties agreed to a series of incentives increasing to a maximum of 8%. Officers will now get 2% for meeting basic ARFF requirements, an additional 2% for completing the Washington State Firefighter Academy, another 2% for completing an emergency medical training course, and an additional 2% for completing incident command training.

2) Increase to Police Training Officer Program – Newly hired recruits must successfully complete various stages of training during their probation period. The first phase is passing the academy. For the next phases, recruits gain on-the-job work experience under the supervision of a Police Training Officer (PTO). To incentivize officers to become PTOs, the contract has provided for one hour of compensation or paid leave for deputies per shift as a PTO, and a 2.5% pay increase for sergeants. Due to a lack of volunteers to become qualified PTOs, the parties agreed to increase the compensation to incentivize officers to become PTOs. Deputies will now receive an additional one-half hour of pay or leave for a total of 1.5 hours (adjusted for officers working 10 hour shifts), and an additional one-half percent of pay for sergeants for a total of 3%.

**c. Insured Benefits:** Two-year phase in of benefits to align with the JLMIC with associated cost savings.

* PPO non-network deductible increases to $300/$900 from $100/$300
* PPO non-network annual out-of-pocket limit increases to $1,900/$4,100 from $1,700/$3,500
* PPO co-insurance increases to 15% from 10%
* PPO emergency room copay increases to $200 from $100
* PPO benefit access fee increases to $100 per month from $75
* HMO prescription drugs increases by $5 for preferred and non-preferred brands
* Life and AD&D increases to one-times annual salary from $6,000
* Dental increase annual deductible to $25/$75 from $0

2) For the 2021 benefit year:

* PPO network deductible increases to $300/$900 from $100/$300
* PPO network annual out-of-pocket limit increases to $1,100/$2,500 from $900/$1,900
* AHN plan added and establishes plan design cost sharing
* Benefits for domestic partners available to those who are registered with the state

1. **Additional Changes:**

**a. Office of Law Enforcement Oversight (OLEO)** – Provides independent oversight of all aspects of the KCSO’s internal administration system to enhance accountability and community trust. OLEO may be actively involved in all KCSO internal investigations,including:

* Recommending the classification of complaints
* Reviewing administrative investigations before KCSO concludes its findings process
* Reviewing and making recommendations on proposed findings before the employee is notified
* Accessing closed cases that are more than two years old
* More involvement in administrative investigations (e.g., getting closer to the scene, attending review boards, attending Administrative Review Team (ART) “lessons learned” reviews, asking questions during the investigative interview)
* Investigating concerns about systems, training, procedures or policies related to the work of OLEO
* Investigating complaints when KCSO does not conduct an internal investigation, the complaint concerns a non-represented employee, and when KCSO does not conduct additional investigation requested by OLEO (after the investigation is completed and discipline, if any, is adjudicated)

The parties also agreed to conduct a joint education process to explore civilian oversight models used elsewhere in the country, including those that conduct independent investigations. This effort will be used to find common ground among OLEO, KCSO, and the Guild on the best practices for King County prior to bargaining the successor labor agreement.

**b. Sick Leave Incentive Program** – Eliminated sick leave incentive program of awarding additional vacation leave days to employees based on their use of sick leave during the year due to the conflict with the state’s sick leave law.

**c. Bereavement Leave** – To align with the Coalition of Unions under the Master Labor Agreement, increase leave from three days, and two days for travel if over 200 miles, to five days, 40 hours, for each qualifying event.

**d. Compensatory Time** – To address concerns from the County’s contract city partners, an employee working overtime on a patrol shift may only receive compensatory time when working their regular assignment or when working mandatory overtime on patrol.

**e. Biweekly Payroll** – The parties reached agreement on moving officers to the biweekly payroll system from the semi-monthly payroll system.

**FISCAL IMPACT:** The fiscal impact of the Agreement is detailed in the Fiscal Note.