



1 Child care workers are poorly paid, turnover is rampant, averaging forty percent  
2 annually, and career ladders are nonexistent;

3 With the move to place welfare recipients into the work force as child care workers,  
4 the downward wage pressure will be intensified.

5 Child care should not be a poverty-generating industry.

6 King County has a responsibility to encourage work, not welfare, and, in doing so,  
7 to provide families and individuals with the tools to succeed. An essential tool is  
8 high-quality child care.

9 Increased investment by the county to raise the quality of child care will result in  
10 decreased future expenditures for remedial education and the criminal justice  
11 system and will lead to greater value-added contributions by future wage and salary  
12 earners in King County.

13 Through its own actions, and by working with its contractors, King County intends  
14 to foster and encourage the professionalization of child care.

15 King County recognizes the value of workers having a voice in their workplace and  
16 helping to establish high quality service, wage standards and benefits.

17 It is appropriate that King County set an example for other public and private  
18 organizations, that child care is one of the most important functions in our society  
19 and should be remunerated appropriately.

20 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

21 SECTION 1. This ordinance provides the framework for executive development  
22 of a pilot program that will establish incentives to professionalize the child care industry  
23 and encourage employee retention through wage subsidies for child care contractors. As  
24 required in section 8 of this ordinance, the executive shall establish standard procedures  
25 and identify funding sources for the program and obtain council approval of these  
26 proposals prior to the commencement of the program. This ordinance is time-limited and  
27 does not carry the force of law as an ordinance of permanent and general nature; therefore,  
28 this ordinance is not to be codified.

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SECTION 2. The definitions in this section apply throughout this ordinance unless the context clearly requires otherwise.

A. "Contractor" means a person or nonprofit or for-profit organization that enters into a contract with King County to provide child care services and cares for a child or children participating in King County's child care voucher program.

B. "Employee" means a person working for wages, on a permanent or temporary basis, full-time or part-time, for a contractor to King County.

SECTION 3. King County shall offer the opportunity for child care contractors to participate in a pilot incentive program whereby the county shall subsidize wages to increase the professionalization and retention of child care workers. A child care contractor that participates in the program shall pay its child care workers on a graduated scale based on the workers' relevant education, job responsibilities and years of experience in the industry and provide certain fringe benefits, as enumerated in sections 4 and 5 of this ordinance, or shall be a signatory to a collective bargaining agreement.

SECTION 4. Except as provided in section 6 of this ordinance, a contractor participating in the program shall develop and propose a graduated pay scale based on years of experience, job responsibility and level of education for child care workers. The executive shall develop standards to review and approve proposed pay scales for the program.

SECTION 5.

A. Except as provided in section 6 of this ordinance, a contractor participating in the program shall offer the following fringe benefits for its employees:

- 1. Health insurance;

- 1           2. A minimum of twelve days of paid leave;
- 2           3. A grievance procedure with binding arbitration as a final step; and
- 3           4. A retirement program.

4           B. A contractor that does not offer the benefits in subsection A of this section for  
5 its employees upon applying for participation in the program may be eligible if benefits in  
6 subsection A.1 and 2 of this section are offered by the contractor within three months of  
7 signing an agreement to begin the program, and benefits in subsection A.3 and 4 of this  
8 section are additionally offered within six months of signing an agreement for program  
9 participation. If a contractor fails to provide these benefits within this designated time,  
10 program eligibility is revoked.

11           C. The executive shall define the benefit requirements under subsections A and B  
12 of this section in proposed program procedures.

13           SECTION 6. As an alternative to sections 4 and 5 of this ordinance, a contractor  
14 participating in the program may be a signatory to a collective bargaining agreement with  
15 its employees.

16           SECTION 7. A contractor meeting the requirements of this ordinance as well as  
17 any executive proposed and council approved procedures is eligible for a  
18 professionalization and retention subsidy of up to one dollar per hour per employee. A  
19 contractor may not receive more than twenty thousand dollars per year in  
20 professionalization and retention incentives. A contractor shall use moneys provided under  
21 this section to supplement, and may not use the moneys to supplant, existing wages for  
22 employees.

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SECTION 8. By October 15, 1999, the executive shall transmit a proposal including the following procedures and administrative guidelines to the council for consideration and approval:

A. The executive shall propose funding for the pilot program under this ordinance for Fiscal Years 2000 through 2005; the executive shall consider every funding option prior to proposing use of current expense funds;

B. The executive shall establish standard procedures to review participating contractor-proposed graduated pay scales and contract documents to ensure that the pertinent provisions of this chapter are included;

C. The executive shall establish standard procedures for monitoring the operations of participating contractors to ensure compliance with this chapter including the investigation and resolution of complaints made by employees against a participating contractor; and

D. The executive shall monitor and evaluate changes in staff turnover and other indices of quality of care by participating contractors and report biannually to the council. These biannual reports shall be transmitted to the council by April 15 and October 15 during each respective year of the pilot program.

SECTION 9. This ordinance expires April 15, 2000.

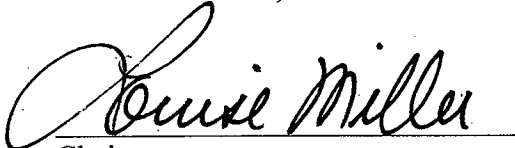
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SECTION 10. Severability. If any provision of this ordinance, or its application to, any person or circumstance is held invalid, the remainder of the ordinance, or its application to other persons or circumstances is not affected.

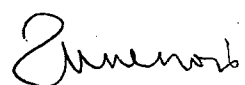
INTRODUCED AND READ for the first time this 7th day of June, 1999.

PASSED by a vote of 9 to 2 this 19th day of July, 1999.

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

  
Chair

ATTEST:

  
Clerk of the Council

APPROVED this 22 day of July, 1999

  
King County Executive

Attachments: None