



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

October 3, 2000

Ordinance 13959

Proposed No. 2000-0554.1

Sponsors Pullen, Nickels and Phillips

1 AN ORDINANCE approving and adopting the
2 memorandum of understanding regarding uniforms
3 negotiated by and between King County and Washington
4 State Council of County and City Employees, Local 2084-S
5 (juvenile detention division supervisors) representing
6 employees in the department of adult and juvenile
7 detention; and establishing the effective date of said
8 agreement.

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11 **BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:**

12 SECTION 1. The memorandum of understanding regarding uniforms negotiated
13 between King County and Washington State Council of County and City Employees, Local
14 2084-S (juvenile detention division supervisors) representing employees in the department
15 of adult and juvenile detention and attached hereto is hereby approved and adopted by this
16 reference made a part hereof.

17 SECTION 2. Terms and conditions of said agreement shall be effective upon
18 implementation.
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Ordinance 13959 was introduced on 9/25/00 and passed by the Metropolitan King
County Council on 10/2/00, by the following vote:

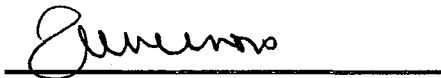
Yes: 11 - Mr. von Reichbauer, Ms. Miller, Ms. Fimia, Mr. Phillips, Mr. Pelz,
Mr. McKenna, Ms. Sullivan, Mr. Nickels, Mr. Pullen, Mr. Gossett and Mr.
Vance
No: 0
Excused: 2 - Ms. Hague and Mr. Irons

KING COUNTY COUNCIL
KING COUNTY WASHINGTON



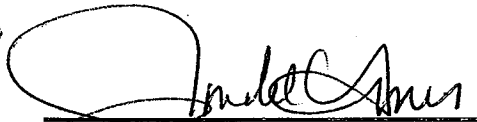
Pete von Reichbauer, Chair

ATTEST:



Anne Noris, Clerk of the Council

APPROVED this 3 day of October, 2000



Ron Sims, County Executive

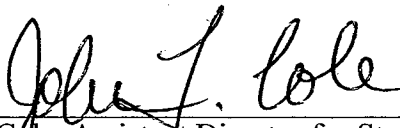
Attachments A. Memorandum of Understanding (276U0100), B. Department of Adult and Juvenile
Detention - Juvenile Detention Division, General Administration Policy Manual
(276U0100-Attach)

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES
COUNCIL 2, LOCAL 2084-S
FOR JUVENILE DETENTION SUPERVISORS

RE: Uniform Policy

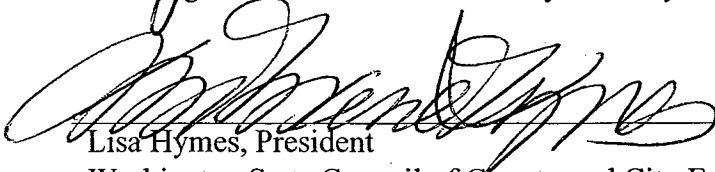
Washington State Council of County and City Employees Council 2, Local 2084-S (the "Union") and King County (the "County") agree on a need to promote a safe and professional juvenile detention environment, to present a favorable public image, and to conform to contemporary community standards for appearance. To meet those goals, the parties, having bargained in good faith, have reached agreement that the attached uniform policy shall apply to the members of the supervisory unit within the Juvenile Detention Division of the Department of Adult and Juvenile Detention. This policy shall be effective from the date of the last signature below. The County and the Union reserve the right to reopen negotiations on this topic one calendar year from the date of implementation to review the policy and its effectiveness. Full implementation of the policy shall be subject to full funding approval by the Metropolitan King County Council and the King County Executive.

For the Union:



John Cole, Assistant Director for Staff Services
Washington State Council of County and City Employees

7/14/00
Date



Lisa Hymes, President
Washington State Council of County and City Employees
Council 2, Local 2084-S, Juvenile Detention Division

7-14-00
Date

For King County:



King County Executive

9-19-00
Date

Title		
Appearance Requirements		
Approved	Effective Date	Page
	Upon Implementation	1 of 4

POLICY

1. Policy Statement

The Juvenile Detention Division has established general appearance standards intended to promote a safe and professional juvenile detention environment, to present a favorable public image, and to conform to contemporary community standards.

2. Uniform Regulations

A. Initial Issue

-Upon hire, all Juvenile Detention employees working in the job classifications of Corrections Supervisor, Detention Lead and Detention Officers shall be issued vouchers to obtain the following items:

- Two (2) short-sleeved shirts
- One (1) long-sleeved shirt
- One (1) equipment belt

Employees may choose a different combination of short versus long-sleeved shirts, provided the cost to the County does not increase. In addition, employees shall be issued one (1) identification card and one (1) lanyard. Upon completion of probation, employees shall be issued a voucher to obtain one of the following items:

- One (1) approved uniform sweater
- One (1) approved uniform jacket

B. Annual Reissue/Replacement

Annually, employees shall be issued a voucher to obtain the following items:

- Two (2) short-sleeved shirts
- One (1) long-sleeved shirt, or some combination thereof.

Employees may choose to obtain a different number of short versus long-sleeved shirts, provided the cost to the County does not increase. Further, in lieu of the annual shirt allotment, employees may use their voucher to obtain one of the following items:

- One (1) approved uniform sweater
- One (1) approved uniform jacket

Title	Effective Date	Page
Appearance Requirements	Upon Implementation	3 of 4
Approved		
Detention facility personnel attending training sessions, conferences or seminars off-site must observe the dress codes announced by the hosts of such functions. If no dress code is prescribed, personnel shall dress in either formal or casual business attire, depending on the nature of the function.		
Non-uniform attire shall be neat and clean.		
Detention staff called to testify in court may wear either their department-issued uniform or conservative business attire.		

(ii). Non-uniformed personnel

Department members who are not required to wear a uniform under this policy must wear business attire that is neat and clean.

(iii). Other uniformed personnel

Employees in the job classifications of Cook/Baker-Lead, Cook/Baker, and Cook Helper shall be issued and shall wear on duty uniforms.

(iv). Work Crew assignments

Employees assigned to lead a work crew shall be issued jump suits and/or appropriate weather apparel when performing such work.

3. General Regulations

- A. Employees are responsible for the proper care and use of Department property, equipment and uniforms, assigned to them or used by them. Any loss, damage, destruction or defect shall be promptly reported to the employee's supervisor.
- B. Employees shall only wear their Department-issued uniform apparel while on duty, or when commuting to or from duty.
- C. Employees are responsible for reading, understanding, and complying with this policy.
- D. Upon termination of employment, employees must relinquish all department-issued or bought uniform-items, equipment or property in their possession.