



516 Third Avenue, Council
Chambers, 10th Floor,
Seattle, WA 98104

King County

Meeting Agenda

Labor Policy Committee

Councilmembers:
Sarah Perry, Chair;
Jorge Barón, Vice Chair of Policy Development and Review;
Reagan Dunn, Vice Chair of Regional Coordination;
Claudia Balducci, Rod Dembowski, Steffanie Fain,
Rhonda Lewis, Teresa Mosqueda, Pete von Reichbauer

9:30 AM

Friday, October 9, 2026

Hybrid Meeting

SPECIAL MEETING

Hybrid Meetings: Attend King County Labor Policy Committee meetings in person in Council Chambers (Room 1001), 516 3rd Avenue in Seattle, or through remote access. Details on how to attend and/or provide comment remotely are listed below.

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1. Stream online via this link: <https://kingcounty.gov/kctv>, or input the link web address into your web browser.
2. Watch King County TV on Comcast Channel 22 and 322(HD), and Astound Broadband Channels 22 and 711 (HD).
3. Listen to the meeting by telephone – See “Connecting to the Webinar” above.

Pursuant to K.C.C. 1.24.035 A. and F., this meeting is also noticed as a meeting of the Metropolitan King County Council, whose agenda is limited to the committee business. In this meeting only the rules and procedures applicable to committees apply and not those applicable to full council meetings.

1. **Call to Order**

To show a PDF of the written materials for an agenda item, click on the agenda item below.

2. **Roll Call**

3. **Briefing 1: History of the Labor Policies** **pg 3**

Council Policy Staff

4. **Briefing 2: Review of the current Labor Policies** **pg 13**

Council Policy Staff

5. **Labor Partners Panel**

6. **Office of Labor Relations Panel**

7. **Discussion, priorities, and questions from Councilmembers**

Adjournment



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Metropolitan King County Council Staff Report

Committee:	Labor Policy Committee		
Agenda Item:	3, 4	Analyst(s):	Elissa Benson
Proposed No.:	2026-B0117 2026-B0118	Meeting Date:	October 9, 2026

OVERVIEW

TOPIC: These briefings provide an overview of the purpose, authority, and function of the King County Council acting as the Labor Policy Committee (LPC) and its place within the overall county structure for employee and labor relations and discuss the history of County Labor Policies (LP) and current public Labor Policies included in LP 2020-004.

BRIEFING SUMMARY

The first briefing section lays out the LPC's role under K.C.C. Chapter 3.16, how the LPC operates, the requirement of an annual Labor Summit, and other recurring reporting and consultation requirements in conjunction with the Executive as county bargaining agent and presents a brief history of the Labor Policies from the early 1990s through today.

The second briefing section outlines current county Labor Policies which includes seven subject areas spanning general principles; labor-management relationships; mediation and arbitration; negotiations; compensation and benefits; changes to the workforce; and the Sheriff's Office civilian oversight and includes 24 different policies.

BACKGROUND

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Briefing 2026-B0117

County Structure for Labor and Employee Relations

Labor Policy Committee. Initially adopted in 1994, King County Code Chapter 3.16 sets forth the governing structure for King County labor relations. In accordance with the Section 890 of the Charter, the code designates the Executive as the county's bargaining agent (K.C.C. 3.16.010) and defines the Labor Policy Committee "LPC" as the King County Council (K.C.C. 3.16.015.G). The Council, as the LPC or policy committee, provides direction and sets the policy framework within which the Executive negotiates for the purpose of collective bargaining. The LPC establishes overall labor policy and votes on any

amendments to the Labor Policies. The Executive meets, confers, and negotiates with the bargaining representatives of county employees for all county collective bargaining agreements (CBAs) within the adopted Labor Policies framework that are then considered for Council adoption by ordinance.

Mission regarding County Labor and Employee Relations. K.C.C 3.16.012 sets forth the mission of both the council and the executive, as the designated bargaining agent, to be in alignment with the six following principles:

- A. Provide a positive climate in King County government where employees feel their contributions are valued, their ideas are heard, and their desires to serve the public are fulfilled;
- B. Help county employees view King County government as a desirable place to work and as a place where the public business is conducted in a cost-effective manner;
- C. Allow the council an adequate and meaningful opportunity to provide policy direction to the bargaining agent before the collective bargaining process begins;
- D. Cause King County management to plan, prepare and be accountable for obtaining agreements at the bargaining table concerning operating improvements necessary to best serve the public interest and improve the working conditions for employees;
- E. Create and maintain a collective bargaining and employee relations climate in King County government that encourages cooperative efforts and joint problem-solving among bargaining representatives, the bargaining agent, employees and management to address ways to better serve the public, increase productivity, reduce waste, improve safety, improve morale, and recruit and retain quality employees; and
- F. Acknowledge, encourage, and continue the efforts of bargaining units and management to engage in collaborative or interest-based bargaining, that has had the positive effects of reducing the adversarial nature of traditional bargaining and enhancing consensus-making in labor relations. (Ord. 19953 § 89, 2025: Ord. 11480 § 5, 1994).

Labor Policy Committee operational model

Ordinance 11480 amended KCC chapter 3.16 and set forth the employee and labor relations operational structure that the LPC currently uses. This change occurred when the Council adopted Ordinance 11480 and made the finding that the Joint Executive-Council Labor Policy Committee process founded in the 1990s improved the Council's role in establishing labor policy but wanted to make further proactive improvements and established the Labor Policy Committee to set county labor policy as a specific county

council function. The legislation also reiterated the role of the Executive as lead bargaining agent consistent with the King County Charter section 890. KCC 3.16.050 sets out the operating parameters for the committee that have been amended over the years¹.

In the last decade, the Council has convened as the LPC as necessary in accordance with KCC 3.16.050.A., rather than on a fixed schedule, generally as part of full Council deliberations and occasionally as special meetings of the LPC. In its capacity as the LPC, the Council considers labor policy issues and potential changes and takes testimony from the public, the bargaining agent, bargaining representatives, and county department management in connection with labor policy decisions before. Neither the Council nor individual councilmembers engage in bargaining with unions or represented employees. The LPC also meets to consider matters formally referred to it by the Council in accordance with K.C.C. 3.16.050.G.

As noted above, per K.C.C. 3.16.050.G, any councilmember may propose the adoption, amendment, or repeal of a labor policy by filing a memorandum setting out the proposed policy or amendment with the Clerk of the Council. The Clerk then distributes the proposal to the Executive, each councilmember, and LPC staff. Before adopting overall policy, the LPC must provide bargaining representatives an opportunity to address the committee. The Clerk of the Council maintains the compilation of adopted labor policy, making public policies available and withholding any policies the committee has designated confidential (K.C.C. 3.16.050.G–I).

The Annual labor summit is a distinct, statutorily required event. K.C.C. 3.16.060 requires the Council Chair to convene a summit each year between January 1 and July 1, bringing together county elected officials, local labor leadership, and the leadership of all collective bargaining units representing the county workforce. The stated purposes of the annual summit include increasing communication, identifying issues of mutual concern, and fostering cooperation. Summit minutes are recorded and formally adopted by the Council at a subsequent regular meeting. The 2026 Labor Summit was held on May 29, 2026.

K.C.C. 3.16 also establishes several recurring reporting and consultation requirements distinct from LPC policy-setting meetings including annual:

- Executive reporting to the LPC regarding employment policies for nonrepresented employees (K.C.C. 3.16.050.F);
- Prosecuting Attorney/bargaining agent reporting on pending unfair labor practice charges and arbitration (K.C.C. 3.16.055.B);

¹ Ord. 19953 § 94, 2025: Ord. 19013 § 9, 2019: Ord. 18635 § 19, 2017: Ord. 17262 § 1, 2012: Ord. 14287 § 4, 2002: Ord. 12014 § 55, 1995

- Bargaining agent report on CBAs expiring that year (K.C.C. 3.16.055.C);
- and a corresponding Council/bargaining agent meeting to review the expiring CBA schedule and the key issues related to the collective bargaining process (K.C.C. 3.16.055.D).

There were four meetings convened by the LPC in 2024 on February 20, 2024; April 16, 2024; June 18, 2024, and June 26, 2025. Executive staff indicate that the LPC meetings addressed reporting requirements and provided general information about the state of county collective bargaining.

30 years of County Labor Policies

Early 1990s-2009. The first Labor Policies were set by the Council as the LPC in the early 1990s with LP 1995-001, 002,003,004,005, and 007 setting forth six public Labor Policies covering Labor/Management Committees (001); Discipline and Grievances (002); Mediation (003); Contract Consolidation (004); Benefits Trust Plan (005); and Health Benefits Cost Sharing. From the mid-1990s through the early 2008, the LPC continued to refine the original policies and added additional policies related to multiple different topics including but not limited to binding arbitration; reduction in force; interest-based bargaining; contracting out; use of temporary and part-time employees, labor management partnerships; performance evaluations; productivity initiatives; and civilian oversight of King County Law enforcement.

2010-2020 Major updates of County Labor Policies. Since 2010, the Council has undertaken two major updates to the labor policies, one in 2010 and one in 2020. In addition, there have been several specific updates to policies related to county law enforcement and citizen's oversight in LP 2012-033 and LP 2012-035; LP 2017-001; LP 2020-002. In 2010, the Council undertook a comprehensive update through adoption of LP 2010-031². The update rescinded the previous policies and replaced them with updated policy language generally in the same content areas but with expanded language and direction in the areas of benefits, compensation, project labor agreements.

The most recent substantive update to the Labor policies was initiated in 2019 with the passage of Motion 15428. At the 2019 Labor Summit on June 26, 2019, Council passed Motion 15428 and initiated a significant effort to examine existing labor policies and develop recommendations to be considered by the LPC. The motion initiated the formation of a workgroup to be responsible for “review[ing] the county's labor policies and

² LP 2010-031. [link](#)

produce a report by March 3, 2020. The report shall provide recommended updates and changes to existing policies that should be considered by the council.³"

The membership of the workgroup was appointed by the Chair of the Council after consultation with the Executive and all Councilmembers and included six representatives from labor organizations to provide an equal representation of management and labor; three representatives from the Executive branch; and three councilmembers. The Labor Policies Workgroup collaborated to develop both new policies and changes to the existing policies that were considered by the Council in November 2020 with adoption of LP 2020-004 on December 8, 2020⁴.

LP 2020-004 added six new policies related to: Guiding Principles; Purpose; Being a Model Employer; Union and Guild Organizing; Safety; Standardization and Impacts to Business Systems.

The LPC also amended existing labor policies related to: Equity and Social Justice (then called Diversity in the County's Workforce); Community Workforce Agreements (then called Project Labor Agreements); Employee Performance and Accountability (then called Performance Evaluations); Best Run Government (then called Continuous Improvement); Mediation and Grievance Settlement Pilot (then called Mediation Settlement Pilot); Binding Interest Arbitration; Timeliness of Organized Labor Contract Negotiations; Compensation; and Overtime.

Proposed Labor Policy Changes Since 2020. Two other labor policy amendments have been introduced since the 2020 update but were not acted on. LP 2020-003 was introduced in July 2020 and proposed guidelines for negotiating and reopening labor contracts while county revenues were impacted by COVID-19. The item was briefed in LPC on February 1, 2021, but lapsed⁵. In September 2025, LP 2025-001 was introduced and proposed a Labor Policy related to an onsite and in-person worksite policy for King County employees⁶. This item was referred to the LPC and has not been acted on.

³ Motion 15428. [link](#)

⁴ LP2020-004. [link](#)

⁵ LP2020-003. [link](#)

⁶ LP2025-001. [link](#)

Briefing 2026-B0118**Overview of Current County Labor Policies PL 2020-004**

Attachment 1 provides the compilation of Labor Policies entitled LP 2020-004. The Labor Policies are organized into seven chapters with 24 different policies in total as noted below in Table 1. Each Labor Chapter and associated policies are then summarized with additional information about the most recent policy history for each chapter.

Table 1 LP 2020-004 Chapters, # of Policies, and effect of LP 2020-004

LAB Chapter Title	# of Policies	Effect of LP 2020-004
LAB Chapter 1 Guiding Principles	11	6 new policies and updates to existing
LAB Chapter 2 Labor/Management Committee	2	No changes
LAB Chapter 3 Mediation and Arbitration	3	Updated
LAB Chapter 4 Negotiations	1	Updated
LAB Chapter 5 Compensation and Benefits	3	Updated
LAB Chapter 6 Changes to the Workforce	3	No changes
LAB Chapter 7 Sheriff's Office	1	Updated in LP 2020-002

LAB Chapter 1 - General

LAB Chapter 1 is the largest group of policies and provides a broad framework including several core overarching principles and organizational priorities. Together, these policies

frame the County as a model employer, recognize the dignity and worth of work, support employee representation and safe workplaces, and connect labor relations to broader organizational goals such as equity, accountability, continuous improvement, and fiscal responsibility.

- Core employment principles. LAB 1-001 through LAB 1-005 establish dignity and worth as guiding principles; clarify the purpose and legal effect of labor policies; commit the County to being an employer of choice; recognize and support union and guild organizing; and establish expectations for respectful, safe, and healthy workplaces. These five policies were added as new policies in LP 2020-004.
- Countywide organizational priorities. LAB 1-010 through LAB 1-060 address consolidation of bargaining units and agreements where appropriate; equity and social justice in hiring, retention, and labor agreements; use of project labor and community workforce agreements; employee performance and accountability; continuous improvement and fiscal responsibility; and greater standardization of personnel rules, policies, and practices. LAB 1-060 regarding Standardization and Impacts to Business Systems was added as a new policy in LP 2020-004.

Policy history: LP 2020-004 offered six new policies in this chapter and substantially updated others. Contract consolidation policy is generally retained as updated in the 2010 framework.

LAB Chapter 2 - Labor/Management Committee

The policies encourage active labor-management relationships at both the department level and in broader organizational change. They recognize employee and union involvement as an important component of improving County operations and service delivery.

- Labor/management committees (LAB 2-010). Encourages, but does not mandate, active department- or division-level labor/management committees to discuss issues and interests of both parties.
- Labor-management partnerships (LAB 2-020). Promotes employee and union involvement in organizational and operational changes and process improvement. The Executive is authorized to negotiate supporting mechanisms such as redesigned labor-management committees, gainsharing or other performance-related compensation approaches, and training related to process improvement and skill development.

Policy history: These provisions largely continue the policies adopted in 2010.

LAB Chapter 3 Mediation and Arbitration

The policies generally favor collaborative and less adversarial approaches to resolving labor disputes, while placing limits on the use of binding interest arbitration.

- Mediation and grievance settlement (LAB 3-010). Encourages voluntary mediation and other alternative dispute resolution approaches and added a that resolving disputes the alternate dispute resolution using the County Office of Alternative Dispute Resolution when appropriate. The 2020 update also established a two-year pilot using a broad cost-benefit analysis for compensation-related grievances, with a later assessment contemplated before making the pilot permanent.
- Arbitration and collaborative bargaining (LAB 3-020 and LAB 3-030). Limits binding interest arbitration to represented employee groups eligible for it under state law and removed prior policy language and encourages interest-based or collaborative bargaining when both the Executive and bargaining unit agree to use that approach.

Policy history: The three policies in this chapter retain key components from 2010 and were updated as noted above through LP2020-004.

LAB Chapter 4 Negotiations

The County's stated goal is to complete negotiations before collective bargaining agreements expire. The policy recognizes the lead time needed to implement wage and benefit changes and seeks to avoid retroactive payments and the associated administrative burden.

- Timeliness of labor contract negotiations (LAB 4-010). Where both parties agree, the Executive is to work with bargaining units to make scheduling adjustments that provide sufficient time for negotiations to begin, conclude, and receive mutual approval before an agreement expires.

Policy history: This policy originated in 2010 and was updated in LP 2020-004 to recognize that implementation of changes to wages and benefits can require significant time while maintaining the goal of timeliness of completing negotiations.

LAB Chapter 5 Compensation and Benefits

The compensation and benefits chapter provides some of the most specific bargaining directions in the compilation of policies. It addresses the factors to be considered in wage

negotiations, the appropriate use of overtime, and the County's approach to managing employee benefit costs.

- Compensation (LAB 5-010). Wage changes are to be fiscally responsible, fair, and reasonable in the context of total compensation. The Executive is directed to consider regional economic conditions; County revenues, costs, and service impacts; comparable market compensation; County reserves; internal wage disparities affecting classifications disproportionately held by underrepresented or underserved groups; and relevant external wage disparities. If a cost-of-living adjustment is warranted, the policy calls for linkage to a specified Bureau of Labor Statistics Index. It also directs the Executive to bargain in good faith towards contract provisions allowing compensation or other terms to be reopened when significant economic or fiscal changes occur during an agreement.
- Overtime (LAB 5-020). Treats overtime as a tool for necessary operational needs rather than a substitute for efficient scheduling or adequate staffing. Relevant considerations include employee and public safety, service quality, productivity, staffing levels, the comparative cost of hiring or recalling employees, coordination of scheduled leave, and compliance with the Fair Labor Standards Act.
- Benefits (LAB 5-030). Addresses the fiscal impact of rising medical, dental, life, and other benefit costs. The policy establishes a bargaining goal concerning employee cost sharing for medical, dental, and vision benefits benchmarked against large public and private employers in the Puget Sound region, while also encouraging access to disease-prevention and alternative-medicine options when feasible.

Policy history: Compensation policy was amended to include several additional factors including wage gap between similarly employed employees and external wage disparities for occupations historically held by underrepresented and underserved communities; overtime policy was modified to add administering overtime pay in accordance with FLSA through LP2020-004; and the benefits policy remains from the 2010 framework.

LAB Chapter 6 Changes to Work Force

Three policies govern significant changes in how represented work is staffed or performed. They establish expectations for reductions in force, contracting out, and the use of temporary and part-time employees.

- Reduction in force (LAB 6-010). Applicable CBAs govern layoffs where they exist. In the absence of a CBA, reductions consider seniority and merit, including skills needed to maintain public services; seniority controls among employees of equal

value within a class. The County is also expected to pursue retraining and redeployment of affected employees where possible.

- Contracting out (LAB 6-020). Before work currently performed by represented County employees is proposed for contracting out, the affected bargaining unit is to participate in a process exploring alternatives for meeting management objectives.
- Temporary and part-time employees (LAB 6-030). Favors career-service employees for stable, predictable bodies of work of half-time or greater and seeks to maximize full-time employment and consolidate less-than-full-time positions where possible.

Policy history: These policies continue principally from the 2010 labor policy framework.

LAB Chapter 7 Sheriff's Office

A separate policy addresses civilian oversight of the Sheriff's Office. It establishes Council labor-policy direction concerning the authority of the Office of Law Enforcement Oversight and the bargaining necessary to implement that framework.

- Civilian oversight (LAB 7-010). The policy addresses independent investigations and subpoena authority, directs the bargaining agent to seek bargaining changes necessary to implement the oversight framework, and requires reporting on efforts to effectuate the policy.

Policy history: The current provision reflects Council actions in 2010, 2013, 2017, and LP2020-002, adopted July 7, 2020. Two earlier Sheriff's Office policies regarding implementation of report recommendations and legislative branch employees and officials were deleted by LP 2017-001. This is the only current public policy chapter focused on a specific County agency.

ATTACHMENTS

1. Labor Policies of the Metropolitan King County Council (Covering Public Labor Policies through LP2020-004)

LABOR POLICIES OF THE METROPOLITAN KING COUNTY COUNCIL

(Covering Public Labor Policies through LP2020-004)

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LAB CHAPTER 1 GENERAL

LAB 1-001	Guiding Principles
LAB 1-002	Purpose
LAB 1-003	Model Employer
LAB 1-004	Union and Guild Organizing
LAB 1-005	Safety
LAB 1-010	Contract Consolidation
LAB 1-020	Equity and Social Justice
LAB 1-030	Project Labor Agreements and Community Workforce Agreements
LAB 1-040	Employee Performance and Accountability
LAB 1-050	Best-Run Government
LAB 1-060	Standardization and Impacts to Business Systems

LAB 1-001. Guiding Principles: The guiding principles underlying King County's relationship with its employees shall be based upon the Reverend Dr. Martin Luther King, Jr.'s assertion, in his speech to striking Memphis sanitation workers on March 18, 1968, that "All labor has dignity" and "that whenever you are engaged in work that serves humanity and is for the building of humanity, it has dignity, and it has worth." King County's Labor Policies and contracts will reflect the values of dignity and worth as guiding principles. (LP 2020-004, § 1, 2020).

LAB 1-002. Purpose: Labor policies establish the policies for matters related to the compensation and working conditions of King County employees. Nothing in the policies changes the legally mandated bargaining obligations of the county and organized labor with respect to the subjects contained in the policies. Further, existing collective bargaining agreements between the parties supersede any changes in labor policies made after the effective date of the agreements. (LP 2020-004, § 2, 2020).

LAB 1-003. Model Employer: King County is committed to being an employer of choice. The county aims to provide a competitive total compensation package, including high-value and holistic benefits that support and meet the needs of a

diverse workforce, and ensure a supportive working environment and access to growth and development opportunities. (LP 2020-004, § 3, 2020).

LAB 1-004. Union and Guild Organizing: The county recognizes and supports a union or guild's right to represent and organize employees. As a matter of practice and principle, the county shall expeditiously respond to representation inquiries. For purposes of labor policies, the term “organized labor” shall mean the employees of King County who are represented by labor unions and guilds as well as the representatives of those employees. (LP 2020-004, § 4, 2020).

LAB 1-005. Safety: King County is committed to promoting a respectful, safe and healthy workplace for its employees, and shall comply with all applicable health and safety regulations. In addition to being subject to the standards developed under the law, the county shall work to assist and encourage individual departments, divisions, offices and other agencies in their efforts to provide respectful, safe and healthy working conditions and work to standardize procedures, processes and communications regarding safety issues. (LP 2020-004, § 5, 2020).

LAB 1-010. Contract Consolidation: The County supports consolidation in the number of bargaining units and collective bargaining agreements where legal and appropriate. Where appropriate, the County should seek to address fragmentation of its countywide organizational structure with assistance of its union representatives and when necessary through process provided for under state statute. (LP 2010-031, § I.3, 2010).

LAB 1-020. Equity and Social Justice: King County values diversity, equity, well-being and belonging in our workplace and workforce. King County further acknowledges that the community is best served by a culturally, ethnically and racially diverse workforce that brings varied perspectives, beliefs and values to public service. For these reasons, the county shall pursue labor agreements that support the hiring and retention of such a diverse workforce, including, taking into account how employment

decisions may impact the county's equity and social justice goals. (LP 2020-004, § 6, 2020; LP 2010-031, § I.9, 2010).

LAB 1-030. Project Labor Agreements and Community Workforce

Agreements: The county supports project labor agreements ("PLAs"), which are intended to ensure the peaceful settlement of labor disputes and grievances so that large-scale public works projects are completed without delays due to strikes or lockouts. A PLA that includes the additional provision for "priority hiring" is known as a community workforce agreement ("CWA"). The Priority Hire program provides local construction workers living in economically disadvantaged areas of the county with access to participate in King County construction projects. The county intends to use CWAs in county-funded public works projects meeting certain criteria established by the executive, including, but not limited to, having construction costs estimated at or above a specific threshold. For large-scale federally funded projects, the county intends to use either a CWA or a PLA depending on what is allowed by the respective federal agencies. (LP 2020-004, § 7, 2020; LP 2010-031, § I.14, 2010).

LAB 1-040. Employee Performance and Accountability: It shall be the policy of King County to promote ongoing employee development and accountability through effective communication of job requirements and workplace expectations, coaching and employee feedback. This includes employee performance evaluations shall be conducted at least annually as part of a systematic and equitable employee performance management system. These evaluations shall be maintained in employee personnel files. Employee performance evaluations shall be an element in a comprehensive employee performance management system. Subject to the collective bargaining process, performance evaluations can be considered in determining incentive compensation, promotions and demotions. (LP 2020-004, § 8, 2020; LP 2010-031, § I.15, 2010).

LAB 1-050. Best-Run Government: It shall be the policy of King County to promote a culture of continuous improvement, innovation and fiscal responsibility.

Our interest is to partner with the county's workforce to identify opportunities to improve the way the county does business, including building capacity and addressing cost growth. (LP 2020-004, § 9, 2020; LP 2010-031, § I.16, 2010).

LAB 1-060. Standardization and Impacts to Business Systems: To further the county's values of equity and fiscal responsibility, it shall be the policy of King County to standardize personnel rules, policies and practices across the county to the extent possible. The county will partner with employees and their bargaining representative to identify opportunities for standardization. (LP 2020-004, § 10, 2020).

LAB CHAPTER 2 LABOR/MANAGEMENT COMMITTEE

LAB 2-010 Labor/Management Committees

LAB 2-020 Labor Management Partnerships

LAB 2-010. Labor/Management Committees: The County recognizes the value of the Labor/Management Committee process when addressing issues at the department or division level. The County encourages, but does not mandate, active labor/management committees in all departments to discuss issues and interests of both parties. (LP 2010-031, § I.1, 2010).

LAB 2-020 Labor Management Partnerships: It is recognized that an effective and equal partnership between the county and its labor unions is essential in achieving King County's vision to become a high performance regional government. An integral part of this effort is the involvement of county employees and their labor representatives in the implementation of organizational and operational changes in the way the county does business, to remain competitive in the delivery of effective and efficient services. Therefore, opportunities for the involvement of employees and unions in decision-making and the identification of process improvements should be promoted and actively pursued.

In order to achieve the above, the Executive is authorized to negotiate changes to existing contract language in collective bargaining agreements and/or negotiate new provisions in collective bargaining agreements that support this effort. Such negotiations may include, but will not be limited to, the redesign of existing labor management committees; the design of gainsharing and/or other pay for performance systems; and the development of training programs to educate employees on process improvement techniques as well as additional skill enhancement as needed to create these changes to current practices. (LP 2010-031, § I.1, 2010).

LAB CHAPTER 3 MEDIATION AND ARBITRATION

- LAB 3-010 Mediation and Grievance Settlement Pilot
- LAB 3-020 Binding interest Arbitration
- LAB 3-030 Interest-based bargaining

LAB 3-010. Mediation and Grievance Settlement Pilot: The county encourages alternative dispute resolution, such as voluntary mediation, as preferable to an adversarial process or litigation for resolving conflicts and grievance. Additionally, upon request by either organized labor or management, the parties will mediate a matter, preferably through King County Office of Alternative Dispute Resolution (recognizing the ADR office is not appropriate for all matters), subject to the relevant provisions of the governing collective bargaining agreement.

For two years following adoption of these policies, any grievance brought by organized labor regarding a compensation item will undergo a cost/benefit analysis to determine the most resource-efficient resolution and absent a legal impediment, the most resource-efficient resolution will be given consideration in the county's efforts to settle grievances in the most cost-effective manner possible.

The term “resource” will be construed broadly to include not only direct financial expenditures, including but not limited to compensation demand of the grievant, costs associated with arbitration, including the arbiter, consultants and arbitration witnesses, and the total cost-estimate for all county employee staff hours

expended during, the grievance process, including but not limited to those of the office of labor relations, the prosecuting attorney's office and the affected department, but also the potential future cost to the county of establishing a precedent that encourages future grievances on the same or related topics.

The parties shall assess the efficacy of the pilot after two years based on whether the additional work of doing an assessment added value to the grievance settlement process from the perspective of organized labor and management. If all parties (that is, the executive, council and organized labor) agree that the pilot added value, the parties shall consider making it permanent. (LP 2020-004, § 12, 2020; LP 2010-031, § I.2, 2010).

LAB 3-020. Binding Interest Arbitration: It shall be the policy of King County that binding interest arbitration only be extended to those represented groups of County employees who are eligible for interest arbitration under state law. (LP 2020-004, § 13, 2020; LP 2013-036 (part), 2013; LP 2010-031, § I.6, 2010).

LAB 3-030. Interest-based bargaining: It shall be the policy of King County that collaborative bargaining as a means of achieving mutually satisfactory ends be used whenever the Executive and bargaining units agree. (LP 2010-031, § I.8, 2010).

LAB CHAPTER 4 NEGOTIATIONS

LAB 4-010 Timeliness of Labor Contract Negotiations

LAB 4-010. Timeliness of Labor Contract Negotiations: It shall be the goal of King County to complete negotiations with its collective bargaining units prior to the expiration of any agreement, recognizing that the implementation of changes to benefits and/or wages requires significant lead time, and in an effort to avoid retroactive payments, and the associated costs and administrative burden. In order to implement this policy, and if both parties agree, the Executive shall work with the County's collective bargaining units to make whatever scheduling adjustments may be

necessary to allow sufficient time for negotiations to commence, be concluded and for mutual approval to be secured. (LP 2020-004, § 14, 2020; LP 2010-031, § I.12, 2010).

LAB CHAPTER 5 COMPENSATION AND BENEFITS

LAB 5-010 Compensation

LAB 5-020 Overtime

LAB 5-030 Benefits

LAB 5-010. Compensation:

A. Changes in wages shall be fiscally responsible, fair, and reasonable with respect to total compensation.

B. When determining whether a change in wages is warranted, and when negotiating the amount of any such change, the executive shall consider the following factors:

- i. economic conditions, including inflation or deflation, in the region,
- ii. impacts to services based on revenue and cost forecast for the county,
- iii. comparable market compensation,
- iv. the status of county reserves,
- v. the wage gap between similarly employed employees, taking into account disparities that exist for classifications disproportionately held by employees of underrepresented and underserved races, genders or other protected classes consistent with the law, and
- vi. external wage disparities that exist for occupations in the local market historically held by underrepresented and underserved communities.

C. If a cost of living adjustment is determined to be warranted, it shall be linked to a specific Bureau of Labor Statistics Index, such as up to 90 percent of the calculated average of the 12 monthly percentage changes of the All-Cities CPI-W between July of the previous year and June of the current year.

D. The executive shall bargain in good faith with the goal of including provisions in collective bargaining agreements that allow bargaining to be reopened on total compensation and other contract terms when significant shifts in economic and fiscal conditions occur during the term of the proposed agreement, as defined by mutually-agreed upon objective measures, such as a swing in the King County unemployment rate of more than 2 percentage points compared with the previous year or a deviation of more than 7 percent, net of inflation from the previous year in actual sales tax revenues collected. (LP 2020-004, §15, 2020; LP 2010-031, § I.5, 2010).

LAB 5-020. Overtime: Subject to the county's collective bargaining obligations and applicable law, the county executive shall pursue as a goal in collective bargaining an agreement that is supportive of the following:

A. Overtime should be required or permitted only when necessary—for example, for continuity or cost-effectiveness of operations—and not as a substitute for efficient scheduling or adequate staffing.

B. In assigning and administering overtime, managers should continue to give appropriate consideration to the health and safety of employees and the public, the quality and productivity of services, and the need to maintain an appropriate staffing level for operations.

C. To reduce unemployment, the county should hire or recall employees in preference to paying current employees to work overtime if doing so is cost-effective, taking into consideration all applicable costs, such as training, benefits and equipment.

D. Job classifications that are not required by law to be compensated on an hourly basis should be compensated on a salaried basis whenever possible.

E. Vacations, compensatory time off and other forms of scheduled leave should be coordinated to minimize the use of overtime to cover for employees who are on leave.

F. Administering overtime pay in accordance with the Fair Labor Standards Act. (LP 2020-004, § 16, 2020; LP 2013-034 (part), 2013; LP 2010-031, § I.18, 2010).

LAB 5-030. Benefits: The County recognizes that increasing costs for medical, dental, life, and other benefits pose a serious problem for maintaining stable budgets. The cost of medical, dental, life, and other employee benefits will continue to grow. If the County is to maintain its current level of benefits, it may need to consider cost sharing with employees, possibly on a sliding scale basis.

It shall be the policy of King County that the bargaining agent shall bargain in good faith with the goal of reaching agreement that employees shall make co-payments at the point of service to cover a portion of the cost of their medical, dental and vision benefits. The total percentage of benefit payments by King County employees shall be at least equal to the average of payments made by employees of large public and private sector employers in the Puget Sound area. These employers include but are not limited to Pierce and Snohomish counties; the cities of Seattle, Tacoma, Everett, Bellevue, Redmond, Renton and Kent; the Port of Seattle; the University of Washington; the State of Washington; and the Federal Government inclusive of the adjustment for locality. When feasible, the County shall facilitate the availability of disease prevention programs and natural and alternative medicine options to County employees. (LP 2010-031, § I.4, 2010).

LAB CHAPTER 6 CHANGES TO WORK FORCE

LAB 6-010 Reduction-in-Force

LAB 6-020 Contracting Out of Work

LAB 6-030 Use of Temporary and Part-Time Employees

LAB 6-010. Reduction-in-Force: Where there is an applicable collective bargaining agreement, the order of layoff shall be determined by the collective bargaining agreement. In the absence of a collective bargaining agreement, it shall be the policy of King County that reductions to the present represented work force shall be based on seniority and merit including, where appropriate, specific skills the County needs to retain in order to effectively provide a service to the public. When two or more career service employees within a class are of co-equal value to King

County, seniority alone shall determine the order of layoff as between those employees. It shall further be the policy of King County that in those cases where jobs may be eliminated, the County will endeavor to retraining and redeploying affected employees to the extent possible. (LP 2010-031, § I.7, 2010).

LAB 6-020. Contracting Out of Work: It shall be the policy of King County Council that the contracting out of work presently performed by represented County employees shall not be proposed to the Council until a work program has been completed which involved the affected bargaining unit in exploring other alternatives to meet management goals. (LP 2010-031, § I.10, 2010).

LAB 6-030. Use of Temporary and Part-Time Employees: Use of Temporary and Part-Time Employees: It shall be the policy of King County to promote equitable employment practices and operational efficiency by having ongoing stable, predictable bodies of work, which are halftime or more, performed by career service employees. Additionally, it shall be the policy of King County to maximize the use of fulltime employees and consolidate less than full time positions whenever possible. (LP 2010-031, § I.11, 2010).

LAB CHAPTER 7 SHERIFF'S OFFICE

- LAB 7-010 Civilian Oversight of Sheriff's Office
- LAB 7-020 Sheriff's Office Implementation of Report Recommendations
- LAB 7-030 Legislative Branch Employees and Officials.

LAB 7-010. Civilian Oversight of Sheriff's Office.

A. In establishing an office of law enforcement oversight consistent with Section 265 of the King County Charter, K.C.C. chapter 2.75, and K.C.C. 2.16.060, it is the policy of King County that:

1. the bargaining agent is directed to request that the King County Police Officer's Guild reopen negotiation of the existing collective bargaining agreement

between the parties. If the guild consents to reopen negotiations, the county and the bargaining unit should engage in good faith discussions to amend the collective bargaining agreement to grant the office of law enforcement the right to conduct independent investigations of all represented employees, including the use of subpoenas as part of any of its investigations as more fully set forth in this policy;

2. the office of law enforcement oversight's role and authorities continue to apply to all employees of the King County sheriff's office;

3. the office of law enforcement oversight has subpoena powers to compel any person to appear, give sworn testimony or produce documentary or other evidence reasonable in scope and relevant to the matter under inquiry and limited to the matters associated with the authority granted under K.C.C. 2.75.040.A.2., which are critical to the effectiveness of the investigative authority of the oversight office;

4. in the implementation of its investigative authority, the oversight office shall have the authority to independently investigate the conduct of law enforcement officers that has been the subject of a complaint and the use of force by county law enforcement officers regardless whether such use has been a subject of a complaint and will use criteria such as fear of retaliation, conflict of interest or the matter raising a critical issue of public trust and confidence for determining cases that warrant independent investigation; and

5. the oversight office shall not participate in ongoing criminal investigations but would be allowed to conduct independent investigations after the criminal investigation is complete.

B. Within thirty days of the adoption of this labor policy*, the bargaining agent shall transmit to the clerk of the council, for further dissemination to members of the labor policy committee, a written report describing the bargaining agent's efforts to effectuate this policy and the outcome of such efforts. (LP 2020-002 (part); LP 2017-001 (part), LP 2013-033 (part), 2013; LP 2010-031, § I.17, 2010).

***Reviser's note: LP 2020-002 was adopted July 7, 2020.**

DISPOSITION OF FORMER LABOR POLICIES

This compilation contains disposition of county labor policies adopted or amended from July 2010 to the present. Prior versions of labor policies can be found at <http://mkcclegisearch.kingcounty.gov/custom/king/legislation.htm> by searching for the type "Labor Policy."

This table contains a numerical list of former labor policies that no longer appear in the compilation because of rescission, expiration or recompilation of the policies. Each entry gives the affected labor policy number, its compiled number, its caption and the labor policy's disposition. The text of the labor policy can be found by searching the website cited in the first paragraph.

LAB CHAPTER 7 SHERIFF'S OFFICE

LAB 7-020 - Sheriff's Office Implementation of Report Recommendations. Deleted by LP 2017-001.

LAB 7-030 - Legislative Branch Employees and Officials. Deleted by LP 2017-001.